



Virtusa Corporation

2025 CDP Corporate Questionnaire 2025

virtusa



Contents

C1. Introduction 2

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities 9

C3. Disclosure of risks and opportunities..... 23

C4. Governance..... 47

C5. Business strategy 93

C6. Environmental Performance - Consolidation Approach 129

C7. Environmental performance - Climate Change..... 131

C10. Environmental performance - Plastics 321

C11. Environmental performance - Biodiversity 326

C13. Further information & sign off..... 330

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☒ Privately owned organization

(1.3.3) Description of organization

Virtusa Corporation is a global provider of digital engineering and technology services and solutions for Forbes Global 2000 companies in the financial services, healthcare, communications, media, entertainment, travel, manufacturing, and technology industries worldwide. At Virtusa, digital engineering is at the heart of everything we do. Virtusa's unique Engineering First approach means never presenting an idea we can't execute. With deep industry expertise and empowered agile teams made up of world-class talent, we think about execution early in the process, because the earlier you think about execution the earlier an idea can have an impact. Solving from the inside out enables businesses to respond swiftly to changing needs with improved quality, lower costs, and lasting results.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

03/31/2025

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☒ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☒ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☒ 1 year

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☒ 1 year

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☒ 1 year

[Fixed row]

(1.4.1) What is your organization’s annual revenue for the reporting period?

1600000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
☒ Yes

(1.6.2) Provide your unique identifier

92828KAK8

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> India | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Qatar | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Bulgaria |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Malaysia |
| <input checked="" type="checkbox"/> Poland | <input checked="" type="checkbox"/> Australia |
| <input checked="" type="checkbox"/> Singapore | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input checked="" type="checkbox"/> Sri Lanka | |
| <input checked="" type="checkbox"/> Netherlands | |
| <input checked="" type="checkbox"/> United Arab Emirates | |
| <input checked="" type="checkbox"/> United States of America | |

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☒ Upstream value chain

☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☒ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☒ Tier 2 suppliers

(1.24.7) Description of mapping process and coverage

In FY24, we engaged EcoVadis to conduct sustainability performance assessments of our supply chain partners for our top 200 suppliers based on spend. This assessment included 360 Watch Findings which comprise public information about companies' sustainability practices and assess the value chain on four categories: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. In 2023, we also mapped Scope 3 emissions for purchased goods and services from our top suppliers as part of our SBTi target approval process. For our downstream mapping, we have mapped one owned facility which has been leased out. This is accounted for under downstream assets in Scope 3. This would be the only downstream activity that is applicable for Virtusa given the nature of our business. Although emissions from leased-out assets are reported using the location-based method, we have purchased RECs to cover the estimated electricity consumption of these assets, supporting the transition to renewable energy in our value chain.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Value chain stages covered in mapping
	<div>Select from:</div> <div><input checked="" type="checkbox"/> Yes, we have mapped or are currently in the process of mapping plastics in our value chain</div>	<div>Select all that apply</div> <div><input checked="" type="checkbox"/> Upstream value chain</div>

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

As a digital engineering company, our strategy is typically formulated for 1-5 years. We define the short-term time horizon as 1-3 years. As a result, the short-term time horizon is critical to our business strategy as we operate in a fast-paced, rapidly changing environment. While most of our support functions must align to accommodate our business strategy, we are able to take a more long-term view for our climate change and environmental strategy given its long-term impacts and set targets for the medium and long term.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

As a digital engineering company, the medium-term timeframe of 3-10 years accommodates for the fast technological changes in our industry, as well as allowing for the time needed to adapt and innovate to new regulations, policies and standards. For example, setting SBTi targets and investing in partnerships.

Long-term

(2.1.1) From (years)

10

(2.1.2) Is your long-term time horizon open ended?

Select from:

☒ No

(2.1.3) To (years)

30

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We take a long-term view for a majority of our climate change and environmental strategy given its long-term impacts. As a result, we define long-term time horizon as 10-30 years. This enables us to assess, monitor and plan for acute and chronic physical risks and their impacts and integrate mitigation and adaptation strategies into our long-term business strategy such as achieving net-zero.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

- ☒ Climate change
- ☒ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- ☒ Dependencies
- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(2.2.2.4) Coverage

Select from:

- ☒ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☒ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☒ Short-term

☒ Medium-term

☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☒ Local

☒ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ Encore tool
- ☒ IBAT for Business
- ☒ IBAT – Integrated Biodiversity Assessment Tool
- ☒ Other commercially/publicly available tools, please specify :Aqueduct Water Risk Atlas

Enterprise Risk Management

- ☒ Enterprise Risk Management

International methodologies and standards

- ☒ ISO 14001 Environmental Management Standard

Other

- ☒ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

- ☒ Flood (coastal, fluvial, pluvial, ground water)
- ☒ Heavy precipitation (rain, hail, snow/ice)

Chronic physical

- ☒ Changing temperature (air, freshwater, marine water)
- ☒ Temperature variability
- ☒ Water availability at a basin/catchment level
- ☒ Water stress
- ☒ Water quality at a basin/catchment level

Policy

- ☒ Changes to international law and bilateral agreements

☒ Changes to national legislation

Market

☒ Changing customer behavior

Reputation

☒ Increased partner and stakeholder concern and partner and stakeholder negative feedback

Technology

☒ Transition to lower emissions technology and products

Liability

☒ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☒ NGOs

☒ Customers

☒ Employees

☒ Investors

☒ Suppliers

☒ Regulators

☒ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☒ No

(2.2.2.16) Further details of process

Virtusa's climate-related risk management is integrated into our multi-disciplinary company-wide risk management processes and covered under enterprise risk management and business continuity management systems (BCMS). Our Internal Audit Department (IAD) is responsible for enterprise risks. Enterprise risk management is conducted annually; business continuity assessments are conducted more frequently. Virtusa's climate-related risk management system covers all stages of the value chain and the short-, medium-, and long-term time horizons. Virtusa also used the ENCORE tool to assess our dependency and material impact to

nature and the Integrated Biodiversity Assessment Tool (IBAT) to assess proximity of biodiverse and/or protected areas to our offices. Based on the assessment results, we do not have any direct operations that intersect with biodiversity. However, 74% of our offices are located in areas of water stress including: Chennai, Hyderabad, Bengaluru, Gurugram, and Pune. Virtusa updated our climate risk assessment in FY25. Current regulation, emerging regulation, legal, reputation, acute physical risks, and chronic physical risks are all risk types that are considered relevant to our business and are always included in our climate-related risk assessment. Technology and market risk types are also relevant and are sometimes included in our risk assessment. In FY25, Virtusa formalized our transition plan in-house. We conducted an in-house transitional scenario analysis for IEA NZE 2050 and streamlined our physical risk assessment. IAD conducts company-wide enterprise risk assessments level annually to obtain a good understanding of the company's associated risks; evaluates potential impacts, the likelihood of occurrence and the effectiveness of the existing risk mitigation strategy; and, along with the relevant functional team, develops plans to monitor, manage and mitigate these risks. Our business continuity management system (BCMS) is certified for ISO 22301. Once risks have been identified, the business continuity management team carries out risk assessments at both the company-level and asset-level for direct, upstream, and downstream operations. Climate-related risks and opportunities are assessed based on magnitude, likelihood and exposure to determine if they have the potential to have a substantive financial or strategic impact on our operations. In addition, assessments are carried out more than once a year through engagements such as client and other external audits, business continuity internal audits exercises, and risk inputs received from business continuity forums and other industry sources. Once risks have been assessed and determined to have a substantive financial or strategic impact on Virtusa's operations, one of the following routes is taken to manage the identified risks: Company level: The BCMS plans define how to recover operations disrupted by physical climate risks (e.g., extreme weather events). This risk is considered at the company level, but we also undertake significant advanced planning at the contract, asset, and geographic location level. Asset level: We conduct site-specific assessments using the risk management framework. Every risk has an owner who is accountable for mitigation plans. Climate change has consistently emerged as a substantial environmental aspect in our assessments per Section 6.1.2 of the ISO 14001 standard.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ Yes

(2.2.7.2) Description of how interconnections are assessed

Virtusa assesses the interconnections of some environmental topics as part of our Internal Audit Department (IAD) and BCMS risk assessment processes. Two environmental topics we've conducted risk and interconnections assessments for are water stress and biodiversity protected/priority areas. Virtusa has been conducting a water stress analysis since 2022 (FY23) based on the Aqueduct Water Risk Atlas for Virtusa facilities to report on GRI 303: Water and Effluents and SASB TC-SI-130a.2: 1) Total water withdrawn, 2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress. In FY25, this assessment was updated for the reporting period April 1, 2024 to March 31, 2025. Our FY25 analysis included new locations: Guadalajara (two locations), Toronto, Sofia, Amsterdam, Warsaw, Wroclaw, and Kuala Lumpur). Virtusa facilities which are in areas of Extremely High (>80%) water stress, increased by 1% from 73% in FY24 to 74% in FY25 remaining within the 70-75% range. In FY25, Virtusa obtained LEED Platinum v4.1 EB: Operations and Maintenance certification for our Hyderabad Campus, Chennai Navalur Campus, and Thane G Corp facility. As part of this assessment, they rate water performance, rainwater management, and

other efficiencies. Our Hyderabad campus increased recycled water usage from 44% to 47% in addition to constructing a new borewell and rainwater harvesting pit to support groundwater recharge. Lastly, our Pune facility installed sensor-activated taps throughout the facility for water management. We conducted a basic city level assessment to determine if any of our offices are located near biodiversity protected areas using the Integrated Biodiversity Assessment Tool (IBAT). The assessment found that we do not have any direct operations that intersect with biodiversity. As part of the due diligence for any mergers and acquisitions, Virtusa includes sustainability/ESG criteria. We assess these criteria to identify Virtusa's impacts on the environment, risks to the company, and opportunities for increased efficiency. As a services company that does not source raw materials, we consider Virtusa to have little to no direct dependence on nature that would significantly influence our business. The results of ENCORE, which was used to assess our dependency and material impact to nature, also confirm this. However, we have identified that we are dependent on nature's services, including the regulation of a stable climate. Severe weather events can cause downtime to IT/network infrastructure, disrupt operations, and may impact our team members and revenue. Climate change poses risks such as rising temperatures, sea-level rise, and extreme weather events that can impact operations. Climate risks are integrated into Virtusa's IAD process. Assessments are carried out frequently through engagements such as clients and other external audits, business continuity internal audits exercises.

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☒ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

(2.3.3) Types of priority locations identified

Locations with substantive dependencies, impacts, risks, and/or opportunities

☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

A water stress analysis was carried out for Virtusa facilities to report on GRI 303: Water and Effluents and SASB TC-SI-130a.2: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress. This assessment was conducted based on the Aqueduct Water Risk Atlas from April 1, 2024 to March 31, 2025. Virtusa facilities which are in areas of Extremely High (>80%) water stress, increased by 1% from 73% in FY24 to 74% in FY25 remaining within the 70-75% range. Note: values are based on square footage. Given that much of our operational footprint is in South Asia, acute climate-related risks are always included in our risk assessment, primarily from the increased severity of extreme weather events such as floods. Flooding and other extreme weather events related to climate change may increase the risk of disruption to internet and telephone services for sustained periods, adversely impacting business operations, particularly in coastal regions like Chennai, India, or Colombo, Sri Lanka, where we have large delivery centers. In the past, both Chennai and Sri Lanka have been affected by floods. Risks from extreme weather conditions due to climate change such as heatwaves, drought, storms, and floods are assessed under our business continuity risk assessment guided by ISO 22301. Virtusa conducted a basic city level assessment to see if any of our offices are located near biodiversity protected areas using the Integrated Biodiversity Assessment Tool (IBAT). The assessment found that we do not have any direct operations that intersect with biodiversity.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☒ No, we do not have a list/geospatial map of priority locations

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☒ Qualitative

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ Revenue

(2.4.3) Change to indicator

Select from:

☒ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

1000000

(2.4.6) Metrics considered in definition

Select all that apply

☒ Frequency of effect occurring

☒ Time horizon over which the effect occurs

☒ Likelihood of effect occurring

(2.4.7) Application of definition

Any climate-related risk that has the potential to have a financial impact of at least USD 1 million on revenue is considered as substantive and classified accordingly. In addition, anything that impacts our ability to continue operating as normal is considered as having substantive financial or strategic impact, especially if the risk would affect the following aspects: 1. Employee health and safety 2. Client delivery 3. Infrastructure and operating margins (1) Employee health and safety: The health and safety of our employees is paramount to us, and we provide ISO 45001 certified health and safety office environments. Any climate-related risk which could potentially impact the safety of 500 or more of our employees at any given time at any location is categorized under substantive impact or effect. This represents approximately 2% of our workforce. We have proactively invested in technology that supports remote work to reduce employee travel and associated health and safety risks from climate risks such as extreme weather. (2) Client delivery: Our ability to deliver on our client commitments, especially with regards to client-specific service-level agreements (SLAs), is critical to our business. Any climate related risk that has the ability to impact our customer engagement to the extent of more than 25% of relationship value is categorized under substantive impact. Any risk of breach of these SLAs is tracked and mitigated before the breach occurs. We subscribe to Capability Maturity Model Integration (CMMI) level 5, and the highest levels of Delivery Maturity tracking to ensure that we are within SLAs. (3) Infrastructure and operating margins: Any climate related risks that could impact 10% of infrastructure cost are categorized under substantive financial impact. Operating margins are closely monitored by our finance teams and any revenue loss or cost increases are tracked. For example, between FY23 and FY24, our facilities cost was expected to reduce by 4%. In FY25, we saved 6% on our facilities plan by strategic real estate right-sizing, energy management and hybrid-work enablement which meant that YOY we had 10% savings overall.

Opportunities

(2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Revenue

(2.4.3) Change to indicator

Select from:

- ☒ Absolute increase

(2.4.5) Absolute increase/ decrease figure

1000000

(2.4.6) Metrics considered in definition

Select all that apply

- ☒ Frequency of effect occurring
- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring

(2.4.7) Application of definition

Any climate-related opportunity that has the potential to have a financial impact of at least USD 1 million on revenue is considered as substantive and classified accordingly. Investors and clients increasingly expect service providers to display a high level of environmental responsibility and climate change ambition. This interest is driven by the need to uphold reputation, compliance with regulations, and to reduce supply chain emissions. For example, the Sustainable Finance Disclosure Regulation (SFDR) required fund managers in Europe to report Scope 3 emissions in their portfolios in 2023. This may impact Virtusa in the future given

the company's planned new office openings in FY25/26. Many of our clients have set targets aligned with the Science Based Targets initiative (SBTi) and want to reduce their emissions, so they are looking for more resource efficient products and services as well as expecting their suppliers to have robust emission reduction targets. This presents an opportunity for Virtusa to increase its revenue through meeting these new client demands and preferences. For example, between FY20 and FY25, we saw requests for CDP submissions increase by 300%. In FY25, we engaged with 32% of our client base (80 clients) via these channels [gathering ESG data and requests for information for CDP and EcoVadis on Virtusa's sustainability program], accounting for 63% of our revenue, and therefore covering a majority of our clients/investors by revenue. If Virtusa increases its client base through the communication of our environmental stewardship, sustainability program, and our services, this would increase our annual revenue.

Opportunities

(2.4.1) Type of definition

Select all that apply

☒ Qualitative

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ Indirect operating costs

(2.4.3) Change to indicator

Select from:

☒ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

1000000

(2.4.6) Metrics considered in definition

Select all that apply

- ☒ Frequency of effect occurring
- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring

(2.4.7) Application of definition

Any climate-related opportunity that has the potential to have a financial impact of at least USD 1,000,000 in reducing indirect operating costs is considered as substantive and classified accordingly. Many of our clients have set targets aligned with the SBTi and are looking to reduce their Scope 3 emissions. As a result, any reductions in our energy consumption, and thus our Scope 2 emissions, through energy/resource efficiency will improve our emissions reporting to clients. In June 2024, Virtusa received SBTi validation for our targets: a Near-Term Target and a Net Zero Target. We identified opportunities to increase our emissions reduction and energy efficiency initiatives across our sites and have invested in improved lighting, HVAC systems, and solar among other efficiency measures in our buildings. We have also utilized the cloud to reduce the energy footprint of our IT infrastructure.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☒ Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☒ Not an immediate strategic priority

(3.1.3) Please explain

As a digital services company that does not engage in any production/commercialization of plastic products and with minimum plastic usage, we don't see any immediate plastics-related risks.

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Technology

☒ Transition to lower emissions technology and products

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ India

☒ Sri Lanka

(3.1.1.9) Organization-specific description of risk

As we transition to lower emissions technology, Virtusa's increased energy costs and setbacks in sourcing renewable energy (RE) lead to greater operating costs, especially for our India and Sri Lanka facilities, which have the largest carbon footprint. In FY25, the unit price of electricity in India was INR 12.496 (INR 11.79 in FY24). There were challenges in sourcing RE in specific regions, such as the state of Telangana, India, where two of our largest campuses are located. Additionally, the terms of the wind energy contract for our Navalur campus, which accounted for 66% of energy for the campus in FY22, was voided due to the RE supplier's change of ownership. As a result, our RE consumption dropped from 2,705.57 MWh in FY22 to 1,768.425 MWh in FY23. Lack of access to RE and increasing energy costs leads to fossil fuel dependence for Virtusa. This is a medium to high risk, for reasons including our Telangana, India footprint accounts for 33% of our real

estate. Increased operating costs and lack of access to RE would affect our ability to deliver our services to our clients. As a digital services company, we have high reliance on IT equipment. The data centers at our Campuses must be maintained at a certain temperature and humidity 24/7 to reduce the risk of equipment damages. The American Society of Heating, Refrigerating and Air-Conditioning Engineers recommends a range of 18-27C and an allowable range of 15-32C.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Virtually certain

(3.1.1.14) Magnitude

Select from:

☒ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased energy prices lead to increased operating costs as Virtusa attempts to transition to lower emissions technology. In FY25, the price per unit of electricity is INR 12.496 (last year, it was INR 11.79), which shows a 6% increase. Financially, Virtusa is exposed to changes in fuel price, which is often volatile, directly impacting our energy costs. Reputational risk arises from the event that if we are unable to source sufficient renewable energy, we will not be able to meet our emissions reduction targets. In January 2023, we committed to the SBTi's Net Zero Standard and submitted the targets for validation in December 2023, which was approved by SBTi in June 2024. In the event that we are unable to source sufficient renewable energy, we will not be able to meet this commitment. This poses a significant risk from our investors and clients, especially since our parent company has a target to ensure that 100% of its portfolio companies will have their own SBTs validated by 2030.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

5733663.26

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

5733663.26

(3.1.1.25) Explanation of financial effect figure

*In FY24, the average price of a unit of electricity in India was INR 11.79, but by FY25, this had increased to INR 12.496, which shows a 6% increase. We estimated a 6% annual increase for the next three years and arrived at a cumulative cost to reflect the total cost of energy in India within the short to medium term time horizon. The calculation for the financial impact is as follows: India Energy Costs (INR) • Cost per unit (FY24) – 11.79 • Cost per unit (FY25) – 12.496 • % Change – 6% • India total energy FY25 (kWh) – 12,360,730 • Electricity cost at FY25 price – 12.496 * 12,360,730 = 154,459,682.1 INR Cumulative cost over the next three years assuming an 6% increase (INR): • Year 1 (FY2026): 154,459,682.1 * 1.06 (a 6% increase) = 163,727,263 • Year 2 (FY2027): 163,727,263 * 1.06 = 173,550,898.8 • Year 3 (FY2028): 173,550,898.8 * 1.06 = 183,963,952.7 Potential financial impact figure: Total (INR) 163,727,263 (Year 1) 173,550,898.8 (Year 2) 183,963,952.7 (Year 3) 521,242,114.5 INR 521,242,114.5 INR * 0.011 (USD exchange rate) = 5,733,663.26 USD *Note: 1 INR 0.011 USD in 2025.*

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☒ Implementation of environmental best practices in direct operations

(3.1.1.27) Cost of response to risk

14182155.45

(3.1.1.28) Explanation of cost calculation

The cost of our risk response and energy efficiency initiatives is USD 14,262,543. This is the sum of the following figures: Solar Energy Cost (USD 952,321) Green tariff (USD 3,312/yr) FY25 Energy initiatives (USD 162,690.50) Power Purchase Agreement (PPA) for Chennai Navalur (USD 56,000) Investment for Virtusa employees' work-from-home equipment (USD 12.6 million) Schneider Partnership (USD 430,913 over the last 5 years) REC purchases (USD 32,918.95) Cost for obtaining LEED Certification (USD 24,387.96) = USD 14,262,543

(3.1.1.29) Description of response

To mitigate the risk of increased operating costs from rising energy prices and an unpredictable renewable energy (RE) sourcing market, Virtusa has invested in several initiatives focused on resource and process efficiency. The majority of Virtusa's workforce has transitioned to remote working over the past 3 years and we have invested around USD 12.6 million to provide all employees with laptops and other work-from-home equipment. We implemented measures to support our remote work infrastructure and reduce the energy footprint of our IT infrastructure and data centers. We have reduced our data center footprint by migrating on-premises applications and services to the cloud, significantly lowering our energy consumption and associated emissions. We have reduced data center real estate space globally by 60%. With our "cloud first" strategy, Virtusa has migrated 100% of our applications to the cloud. We reduced our hardware footprint by digitalizing server and network infrastructure, achieving 100% virtualization of server infrastructure to reduce our physical footprint. Cloud usage reports estimate this has helped to reduce emissions from 591.17 to 107.85 MtCO2e in FY24. Virtusa continuously focuses on replacing EOS/EOL devices, including servers and HVAC units across data centers. As a result, we have modernized 95% of legacy systems. We monitor our data center devices 24/7 by partnering with Schneider Electric for efficient E2E power management. We are under constant governance monitoring to ensure compliance with our internal controls, policies, and procedures. To achieve our target of obtaining 100% of our energy from renewable sources by 2030, we have investments in on-site solar, PPA, EACs/RECs, and green tariffs for our offices. In FY25, Virtusa achieved 93% energy consumption through renewable energy sources.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☒ Increased partner and stakeholder concern or negative partner and stakeholder feedback

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> India | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Qatar | <input checked="" type="checkbox"/> Hungary |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Malaysia |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Australia |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Singapore |
| <input checked="" type="checkbox"/> Sri Lanka | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input checked="" type="checkbox"/> Netherlands | |
| <input checked="" type="checkbox"/> Switzerland | |
| <input checked="" type="checkbox"/> United Arab Emirates | |
| <input checked="" type="checkbox"/> United States of America | |

(3.1.1.9) Organization-specific description of risk

In line with our sustainability objectives, goals, strategies, and measures (OGSM), in January 2023, we committed to the SBTi and submitted two targets later that year: a Near-Term Target and a Net Zero Target. Our management company, EQT AB, has a target to ensure that 100% of the EQT AB portfolio companies (excluding EQT Ventures) will have their own SBTs validated by 2030, 10 years faster than required by SBTi. With public commitments in place, failure to achieve these commitments would negatively impact Virtusa's brand reputation and impact our ability to attract clients, investors, and talent. Between FY20 and FY25, we saw requests for CDP submissions increase by 300%. In FY25, we had 121 sustainability information requests (15% increase from FY24, with 80 clients). This accounted for 32% of our client base and 63% of our revenue in FY25. Clients and investors request information on our sustainability program through RFPs and rating platforms such as CDP and EcoVadis. During the reporting year, we've had clients include sustainability-related clauses in their MSAs with Virtusa around carbon neutrality, water quality, waste management, commitment to SBTi, public disclosure to CDP (climate change and emissions from products and services) and EcoVadis. Failure to show leadership in our sustainability program will impact our revenue by potentially hindering our ability to attract and retain business and gain access to capital.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ About as likely as not

(3.1.1.14) Magnitude

Select from:

☒ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In recent years, Virtusa has seen more clients and investors requesting information on our sustainability performance and what we disclose to CDP. Clients who request data from us on sustainability performance accounted for approximately 63% of our revenue in FY25, so failure to show leadership in climate change management could impact our revenue in the short and medium terms (1-10 years). The percentage of clients that request sustainability information from Virtusa (63%) is multiplied by the company's FY25 revenue, resulting in the anticipated financial impact of USD 1,008,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1008000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1008000000

(3.1.1.25) Explanation of financial effect figure

*Our client base accounts for 100% of our revenue. In FY25, Virtusa clients who requested sustainability information, including performance in reporting indices such as CDP and EcoVadis, represented 63% of our revenue. Therefore, an estimated range of around 63% of our annual revenue could be impacted by shifting consumer preferences. The following calculation was used: $[1600000000 \text{ (FY25 revenue)} / 100] * 63 \text{ (63\% of revenue)} = 1,008,000,000$*

(3.1.1.26) Primary response to risk

Policies and plans

☒ Participation in environmental collaborative industry frameworks, initiatives and/or commitments

(3.1.1.27) Cost of response to risk

793861

(3.1.1.28) Explanation of cost calculation

The cost of the response (USD 793,861) to this risk is the sum of the following: Net-Zero consultancy costs (USD 66,500) SBTi validation cost (USD 15,500) ISO 14001 certification (USD 56,672.46) Investment in sustainability service offerings (USD 200,000) Investment in cloud platform to manage ESG KPIs (USD 329,415) Emissions and ESG report verification costs (USD 32,904) REC Purchases (USD 32,918.95) PPA for Chennai Navalur (USD 56,000) Trainings (USD 3,951) (GHG Lead Assessor Program + Climate Summit Workshop +GCNC Management and Carbon Accounting Course) = USD 793,861

(3.1.1.29) Description of response

To mitigate the risk of increased stakeholder concern regarding our sustainability and climate program, we developed our Sustainability OGSM in 2021, which sets out our sustainability strategy for 2021-2030. This program was also reviewed and updated in 2024. In June 2024, Virtusa received SBTi validation for our targets: a Near-Term Target and a Net Zero Target. Virtusa developed our transition plan in FY25 and was published in June 2025. As we work to comply with environmental laws and regulations in all areas of operation, Virtusa tracks our compliance requirements through our ISO 14001 management process. In FY23, we introduced a new line of sustainability service offerings targeted at supporting the transition to a low-carbon economy through innovative technology. In FY24, we further enhanced our offerings focusing on 4 main areas: regulatory and compliance reporting, decarbonization, climate and nature risk; and sustainability interventions in products and services. These offerings are based on our winning partnerships within ESG/sustainability, cloud, and data domains and draw from our deep expertise in digital engineering, data, analytics, and regulatory reporting. Our efforts led to maintaining an EcoVadis Gold rating for 3 consecutive years (from 2023 to 2025), a CDP score of "A-" in 2022 and 2023, and an "A" rating for CDP's Supplier Engagement Assessment in 2024. and our FY23 ESG report aligned with GRI Universal Standards, SASB topics for "Technology and Communications Sector - Software and IT Services" and TCFD recommendations. To achieve our target of obtaining 100% of our energy from renewable sources by 2030, we have through investments in on-site solar, PPA, RECs, and green tariffs for our offices. In FY25, Virtusa has achieved 93% energy consumption through renewable energy sources

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Technology

☒ Other technology risk, please specify :Increased energy demand from new technologies

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> India | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Qatar | <input checked="" type="checkbox"/> Hungary |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Malaysia |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Australia |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Singapore |
| <input checked="" type="checkbox"/> Sri Lanka | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input checked="" type="checkbox"/> Netherlands | |
| <input checked="" type="checkbox"/> Switzerland | |
| <input checked="" type="checkbox"/> United Arab Emirates | |
| <input checked="" type="checkbox"/> United States of America | |

(3.1.1.9) Organization-specific description of risk

Virtusa's Agentic AI services, which deliver autonomous, goal-driven digital agents for enterprise transformation, require significant computational resources. These services are typically deployed on cloud platforms and high-performance computing environments, which can lead to increased energy consumption and associated Scope 3 emissions. As climate regulations evolve and clients prioritize low-carbon digital solutions, this presents a transition risk. The risk is compounded by growing scrutiny from investors and regulators on the carbon footprint of AI technologies, potentially impacting Virtusa's market positioning and client retention.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Very likely

(3.1.1.14) Magnitude

Select from:

☒ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Virtusa clients who requested sustainability information represented 63% of our revenue. Therefore, an estimated range of around 63% of our annual revenue could be impacted by shifting consumer preferences.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1008000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1008000000

(3.1.1.25) Explanation of financial effect figure

*Virtusa clients who requested sustainability information represented 63% of our revenue. Therefore, an estimated range of around 63% of our annual revenue could be impacted by shifting consumer preferences. The following calculation was used: $[1600000000 \text{ (FY25 revenue)} / 100] * 63 \text{ (63\% of revenue)} = 1,008,000,000$*

(3.1.1.26) Primary response to risk

Engagement

☒ Other engagement, please specify :Partnering with cloud vendors that operate on renewable energy and have climate commitments

(3.1.1.27) Cost of response to risk

99999

(3.1.1.28) Explanation of cost calculation

Supply chain assessment/management (USD 99,999)

(3.1.1.29) Description of response

Virtusa aims to mitigate the risk of increased energy demand from new technologies by partnering with cloud vendors that operate on renewable energy and have climate commitments. For example, cloud service providers such as Google, with whom Virtusa is a Google Cloud Premier Partner, has committed to achieving net zero by 2030.

[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

1008000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ 61-70%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

80000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.7) Explanation of financial figures

*Virtusa operates a globally distributed delivery model with offices and client engagements across multiple geographies. While the majority of our operations are digital and resilient, we believe that conservatively 5% of our FY25 revenue (USD 82,433,500.2) may be impacted by severe physical climate risks such as extreme weather events, flooding, and heatwaves. We are remote-enabled and were able to scale up with zero billing loss during pandemic lockdowns; hence, an agile and decentralized operating model significantly mitigates our exposure to physical disruptions. Our client base accounts for 100% of our revenue. In FY25, Virtusa clients who requested sustainability information, including performance in reporting indices such as CDP and EcoVadis, represented 63% of our revenue. Therefore, in terms of climate transition risks, an estimated 63% of our FY25 revenue was exposed to shifting consumer preferences. The following calculation was used: USD 1,648,670,004 (FY25 revenue) / 100 * 63 (63% of revenue) USD 1,038,662,102.52*

Climate change

(3.1.2.1) Financial metric

Select from:

☒ Assets

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

75000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 71-80%

(3.1.2.7) Explanation of financial figures

The IPCC Fifth Assessment Report states, "All models and all scenarios project an increase in both the mean and extreme precipitation in the Indian summer monsoon." Given that much of our operational footprint is in South Asia, acute climate-related risks are always included in our risk assessment, primarily from the increased severity of extreme weather events such as floods. Any temperature increase will impact our energy costs due to the increased need for cooling, and water shortages/droughts will impact operations and emissions. As a result, chronic physical risks such as rising mean temperatures and drought are always included in our risk assessments. In FY22, we conducted a Water Stress Analysis and improved our existing water efficiency measures in our Sri Lanka and India facilities and we update the analysis information annually. The analysis was carried out for Virtusa facilities in order to report on GRI 303: Water and Effluents and SASB TC-SI-130a.2: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress. This assessment was conducted on the facilities for the period April 1, 2024, to March 31, 2025. The analysis was carried out based on the Aqueduct Water Risk Atlas. The assessment found that the total area of our facilities in areas susceptible to extreme water stress is 1,086,760.00 square feet, which is 74% of the total area of our overall company portfolio (1,472,784.00 square feet). The total asset value of these vulnerable sites are approximately USD 75 million. As a services company, our operations are not water-intensive, and water is used mainly for drinking, hygiene, cooling towers, and landscaping. Only the Navalur Campus uses fresh water for cooling towers as the Hyderabad campuses have air cooled chillers.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ OPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

1582092.66

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

In FY24, the average price of a unit of electricity in India was INR 11.79, but by FY25, this had increased to INR 12.496, which shows a 6% increase. Our total energy consumption in India for FY25 was 12,360,730 kWh. The energy costs for consumption from non-renewable energy were what Virtusa computed and assumed to be vulnerable to the risk of rising energy costs. $9,049,570 \text{ KWh} \times ₹12.50$ (India grid electricity consumption \times FY25 cost per unit) = INR 113,119,625 \$ 1,582,092.657 (Virtusa conversion rate of 71.5)

[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	Select from: <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:
☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency
☒ Move to more energy/resource efficient buildings

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:
☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- ☒ India
- ☒ Singapore
- ☒ Sri Lanka
- ☒ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

Virtusa saw a steady increase in energy prices in most locations where we operate. In FY25, the average price per unit of electricity in India was INR 12.496 from INR 11.79 in FY24. As this trend is expected to continue for at least 3 years, improving resource efficiency in our buildings is a key climate-related opportunity for Virtusa to lower indirect operating costs. Many clients have targets aligned with SBTi and are working to reduce Scope 3 emissions. Thus, reducing our energy use through efficiency measures will improve our emissions reporting to clients. In June 2024, we received SBTi validation for our Near-Term Target and Net Zero Target. We identified opportunities for emissions reduction in our sites through improved lighting, HVAC systems, solar, and other building efficiency measures. We also used cloud computing to lower the energy footprint of our IT infrastructure. As part of our ESOS audit in the UK (January 2025), we identified energy-saving opportunities, including installing sub-meters for more accurate measurement, maintaining indoor temperatures at 19°C in winter and 21°C in summer, turning off meeting room screens when not in use, and accessing the BEMS to better optimize energy use. Implementation depends on landlord approval. Additionally, we obtained a LowCarbonSG certificate in Singapore last year. Learnings from this is applied to our new build-out there, including installing sensor-activated taps and using green-certified, sustainable materials.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☒ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Virtusa aims to realize the opportunity of reducing indirect costs by continuing to invest in renewable energy and resource efficiency initiatives. Virtusa has identified potentially material climate-related opportunities which includes cost and resource efficiency, which we aim to realize through investing in energy efficient lighting, HVAC systems, and renewable energy (short term). In June 2024, we received SBTi validation for our Near-Term Target and a Net Zero Target. To support our transition to a low-carbon economy, we began developing our climate transition plan that aligns with a 1.5C world and published this in June 2025. These efforts are part of our sustainability objectives, goals, strategies, and measures (OGSM), which outline our sustainability strategy from 2021 to 2030.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

1050673.67

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

1050673.67

(3.6.1.23) Explanation of financial effect figures

*To estimate the potential financial impact of this opportunity of moving to more efficient buildings and infrastructure, we calculated the estimated cost savings from our onsite solar over a three-year period. Below is our calculation method, which shows the estimated energy costs we would face if we consumed non-renewable energy equivalent to our FY25 solar usage: Year 1: RE units (1,781,470 KWh) X FY25 cost of electricity in India (12.496) * 6% increase in India price per unit of electricity from FY24 to FY25 (1.06) = INR 23,596,924.07 Year 2: RE units X 12.496*(1.06)^2 = INR 25,012,739.51 Year 3: RE units X 12.496*(1.06)^3 = INR 26,513,503.88 Total: 23,596,924.07 (Year 1) 25,012,739.51 (Year 2) 26,513,503.88 (Year 3) INR 75,123,167.46; INR 75,123,167.46/ 71.5 = 1,050,673.67 USD *Note: 71.5 INR =1 USD in FY2025*

(3.6.1.24) Cost to realize opportunity

782602.79

(3.6.1.25) Explanation of cost calculation

The cost to realize this opportunity (USD 782,602.79) includes: • Energy efficiency initiatives (USD 219,615.88) + • Investment in RE (RECs, PPA, and green tariffs for Sweden and Munich, respectively) (USD 32,918.95 + USD 56,000 + USD 2,822 + USD 1,151) + • Schneider partnership (USD 430,913) + • LEED Certification (USD 24,387.96) + • ESOS audit and SECR reporting (USD 14,088) + • LowCarbonSG certificate (USD 706) = USD 782,602.79

(3.6.1.26) Strategy to realize opportunity

To realize the opportunity of moving towards more efficient buildings and infrastructure, we have implemented energy savings processes as part of the resource efficiency strategy (since 2008). (1) Virtusa's build-out guide mandates standards for resource efficiency. We adopted LED as our standard lighting, with around 99% of lighting facilities in India and Sri Lanka now using LED. We also made improvements to our HVAC systems, which, for our facilities in FY25, we estimate helped save 22.05 MtCO₂e emissions annually. (2) We have reduced the energy footprint of our IT infrastructure and data centers through the following measures: • Virtusa was an early adopter of cloud strategy, and we have migrated 100% of applications (production) and 75% of core workloads to the cloud. Hyderabad Campus optimized Precision Air Conditioning (PAC) set points and migrated data center operations to the cloud, resulting in 50,781 kWh energy savings compared to FY24. • We focus on replacing EOS/EOL devices, including servers and HVAC units, across data centers. As a result, we have modernized 95% of legacy systems. • We continue to reduce the hardware footprint by digitalizing both server and network infrastructure. We have achieved 100% virtualization of server infrastructure to reduce our physical footprint. • We have partnered with Schneider Electric for efficient E2E power management. • We are under continuous governance monitoring to ensure compliance with our internal controls, policies, and procedures. • To achieve our target of obtaining 100% of our energy from renewable sources by 2030, we have increased our renewable energy consumption from 5,306.35 MWh in FY24 to 14,882.35 MWh in FY25 through investments in solar, PPA, EACs/RECs, and green tariffs for our offices, resulting in a 86% reduction in Scope 1 and Scope 2 market-based from FY24 (8,918.15 MtCO₂eq) to FY25 (1,278.61 MtCO₂eq). • We obtained LEED Platinum certification for Operations and Maintenance for our facilities in Navalur and Thane in addition to the Hyderabad Campus, which was certified in the previous year. This expands our LEED certified real estate to 79%.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

- ☒ Development of new products or services through R&D and innovation

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> India | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Qatar | <input checked="" type="checkbox"/> Bulgaria |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Malaysia |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Australia |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Singapore |
| <input checked="" type="checkbox"/> Sri Lanka | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input checked="" type="checkbox"/> Netherlands | |
| <input checked="" type="checkbox"/> Switzerland | |
| <input checked="" type="checkbox"/> United Arab Emirates | |
| <input checked="" type="checkbox"/> United States of America | |

(3.6.1.8) Organization specific description

Investors and clients increasingly expect service providers to demonstrate strong environmental responsibility and climate ambition, driven by reputational concerns, regulatory compliance, and the need to cut supply chain emissions. In FY25, we were subject to ESOS Phase 3, which required an energy audit of our UK facility and reporting the findings to the Manage your Energy Savings Opportunity Scheme (MESOS) system on the GOV.UK website. Carbon and climate disclosure regulations are increasing, such as California's SB-253 and SB-261 and European Sustainability Reporting Standards (ESRS). Non-compliance may result in fines or penalties. Many clients have targets aligned with SBTi and aim to reduce emissions, seeking more sustainable products and services while expecting suppliers to have strong emission reduction targets. This creates an opportunity for Virtusa to grow revenue by meeting evolving client demands and preferences. For example, between FY20 and FY25, we saw requests for CDP submissions increase by 300%. In FY25, we engaged with 32% of our client base (80 clients) via these channels [gathering ESG data and requests for information for CDP and EcoVadis on Virtusa's sustainability program], accounting for 63% of our revenue, and covering a majority of our

clients/investors by revenue. If Virtusa increases its client base through the communication of our environmental stewardship, sustainability program, and our services, this would increase our annual revenue.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ About as likely as not (33–66%)

(3.6.1.12) Magnitude

Select from:

☒ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Virtusa may potentially increase company revenue from a rising demand for sustainable products and services. In recent years, Virtusa has seen more clients and investors requesting information on our sustainability performance and what we disclose to CDP. Clients who request data from us on sustainability performance accounted for approximately 63% of our revenue in FY25.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

1008000000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

1008000000

(3.6.1.23) Explanation of financial effect figures

*Our client base accounts for 100% of our revenue. In FY25, Virtusa clients who requested ESG information, including performance in reporting indices such as CDP and EcoVadis, represented 63% of our revenue. Therefore, shifting consumer preferences could cause up to 63% of our annual revenue to be impacted. The following calculation was used: $[1600000000 \text{ (FY25 revenue)} / 100] * 63 \text{ (63\% of revenue)} = 1,008,000,000$.*

(3.6.1.24) Cost to realize opportunity

3050991.46

(3.6.1.25) Explanation of cost calculation

The total cost to provide more sustainable service offerings is USD 3,050,991.46. The breakdown of this cost includes: • Net-Zero consultancy costs (USD 66,500) + • Investment in cloud platform to manage ESG KPIs (USD 329,415) + • Emissions and ESG report verification costs (USD 32,904) + • Investment in sustainability service offerings (USD 150,000) + • ISO 14001 certification (USD 56,672.46) + • Investment in R&D, HIVE-AI lab investment (USD 2,400,000) + • SBTi validation cost (USD 15,500) = USD 3,050,991.46

(3.6.1.26) Strategy to realize opportunity

Guided by our sustainability framework, we continue to focus on three strategic pillars: Green Facilities, Green Delivery, and Green Products and Services. These pillars strengthen Virtusa's sustainability efforts while helping clients meet their own environmental goals. In line with this, In June 2024, we received SBTi validation for our Near-Term and Net Zero Targets. In FY23, we launched new sustainability services to support the low-carbon transition through innovative technology. In FY24, we enhanced these offerings, focusing on four areas: regulatory and compliance reporting, decarbonization, climate and nature risk, and sustainability interventions in products and services. Virtusa invested USD 150,000 in these initiatives. Built on strong ESG, cloud, and data partnerships, the offerings leverage our digital engineering, analytics, and regulatory reporting expertise. We help clients meet sustainability goals by assessing and tracking KPIs through digital transformation and platform modernization. Virtusa also invested USD 329,415 in a cloud platform to manage ESG KPIs. In FY23, we launched HIVE—Virtusa's solution innovation factory—as part of our tech transformation. HIVE develops reusable IPs, solutions, and accelerators that optimize performance by reducing effort, time, and cost, allowing teams to focus on strategic initiatives. These assets support sustainability goals by managing resource use, leading to lower energy consumption and carbon emissions. In FY25, we continued our investment with another USD 2.4 million in HIVE-AI lab. Virtusa's Hive – Global AI Lab, also known as

the Generative AI & Data Lab, accelerates data and AI modernization and migration strategies, enabling organizations to build optimized, insight-driven architectures. Virtusa has identified a strategic opportunity to leverage its Agentic AI capabilities to support global enterprises in accelerating climate transition and sustainability goals. Agentic AI—autonomous, goal-driven agents—can optimize energy use, cut emissions, and improve ESG performance across complex enterprise ecosystems. This aligns with growing demand for intelligent automation in climate risk management, carbon accounting, and sustainable operations.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☒ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

3833594.25

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ Less than 1%

(3.6.2.4) Explanation of financial figures

The total cost of Virtusa's actions to realize climate-related opportunities we identified in FY25 is USD 3,833,594.25. Cost of Opp 1: USD 782,602.79 Cost of Opp 2: USD 3,050,991.46 Virtusa's total FY25 OPEX: USD 481,000,000 Opp 1 + 2 Total Cost / Total FY25 OPEX = 0.8% Opp 1: To realize the opportunity of moving towards more efficient buildings and infrastructure, we have implemented energy savings processes as part of the resource efficiency strategy (since 2008). • Energy efficiency initiatives (USD 219,615.88) + • Investment in RE (RECs, PPA, and green tariffs for Sweden and Munich, respectively) (USD 32,918.95 + USD 56,000 + USD 2,822 + USD 1,151) + • Schneider partnership (USD 430,913) + • LEED Certification (USD 24,387.96) + • ESOS audit and SECR reporting (USD 14,088) + • LowCarbonSG certificate (USD 706) = USD 782,602.79 Opp 2: Virtusa has a three-fold strategy to realize the opportunity of shifting clients' preferences for resource efficient products and services. Our Sustainability objective, goals, strategies, and measures (OGSM), which sets out our sustainability strategy for 2021-2030. The

total cost to provide more sustainable service offerings is USD 3,050,991.46. The breakdown of this cost includes: • Net-Zero consultancy costs (USD 66,500) + • Investment in cloud platform to manage ESG KPIs (USD 329,415) + • Emissions and ESG report verification costs (USD 32,904) + • Investment in sustainability service offerings (USD 150,000)+ • ISO 14001 certification (USD 56,672.46) + • Investment in R&D, HIVE-AI lab investment (USD 2,400,000) + • SBTi validation cost (USD 15,500) = USD 3,050,991.46

Climate change

(3.6.2.1) Financial metric

Select from:

☒ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1008000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 61-70%

(3.6.2.4) Explanation of financial figures

Our client base accounts for 100% of our revenue. In FY25, Virtusa clients who requested ESG information, including performance in reporting indices such as CDP and EcoVadis, represented 63% of our revenue. Therefore, shifting consumer preferences could cause up to 63% of our annual revenue to be impacted. The following calculation was used: $[1600000000 \text{ (FY25 revenue)} / 100] * 63 \text{ (63\% of revenue)} = 1,008,000,000$.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Executive directors or equivalent

☒ Non-executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☒ No

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Director on board
- ☒ Chief Executive Officer (CEO)
- ☒ Chief Financial Officer (CFO)
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board mandate
- ☒ Other policy applicable to the board, please specify :ESG Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Reviewing and guiding annual budgets | <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives |
| <input checked="" type="checkbox"/> Overseeing and guiding scenario analysis | <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures |
| <input checked="" type="checkbox"/> Overseeing the setting of corporate targets | <input checked="" type="checkbox"/> Overseeing and guiding the development of a business strategy |
| <input checked="" type="checkbox"/> Monitoring progress towards corporate targets | <input checked="" type="checkbox"/> Overseeing and guiding acquisitions, mergers, and divestitures |
| <input checked="" type="checkbox"/> Overseeing and guiding public policy engagement | <input checked="" type="checkbox"/> Monitoring compliance with corporate policies and/or commitments |
| <input checked="" type="checkbox"/> Overseeing and guiding the development of a climate transition plan | |
| <input checked="" type="checkbox"/> Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities | |

(4.1.2.7) Please explain

Updates to the board on climate matters are carried out through multiple methods, such as: Climate-related risk management. The risk assessment is managed under our Business Continuity Risk Assessment guided by ISO 22301 and reported to the Chief Risk Officer who reports to the Chief Financial Officer. Risks impacting our company and the controls in place or proposed are presented to the executive team and the board of directors as needed (quarterly if possible and at a minimum annually) by the Chief Financial Officer. Sustainability OGSM Goals: Our Chief Financial Officer and Global Head of Sustainability and Facilities (both Sustainability Committee members) are responsible for reporting progress against OGSM goals to the board, including climate change, environmental footprint, investment in biodiversity initiatives, and our commitment to setting SBTi aligned targets. Updates are provided quarterly and more frequently when the need arises. The board reviews annual budgets and monitors performance objectives to ensure efficient resource use – reducing our environmental footprint and operational costs. Our organisation is wholly owned by an investment fund compliant with Article 6 of the EU SFDR, which requires integration of sustainability risks into investment decision-making and public disclosure of these processes. The fund's governance structure includes climate-related risk oversight, which cascades to our Board through regular reporting and strategic review. This ownership structure ensures that ESG and climate-related risks are systematically identified, assessed, and managed, and that relevant disclosures are reported to the fund for inclusion in their SFDR-aligned public reporting. This requires us to evaluate material climate

risks, align with recognised disclosure frameworks such as TCFD, and maintain transparent reporting on climate-related performance. Our Board considers climate-related risks and opportunities as part of corporate strategy and risk management, consistent with the recommendations of the TCFD. This oversight influences our capital allocation, operational decision-making, and long-term strategy, ensuring our governance of climate issues is consistent with leading sustainability practices. Employee incentives are under the purview of our Nomination and Remuneration Committee (NRC), which determines and makes recommendations to the board of directors regarding the compensation of the executive officers, as well as the compensation and composition of the board of directors. The NRC uses its judgement and experience to determine the appropriate compensation mix for each executive officer, including incentives. Our executive compensation program is designed to motivate and reward our executive officers' contributions and performance. The NRC also receives input from our chief executive officer regarding the compensation for his direct reports.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Chief Executive Officer (CEO)
- ☒ Chief Financial Officer (CFO)
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Other policy applicable to the board, please specify :Sustainability Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- ☒ Overseeing and guiding scenario analysis
- ☒ Overseeing the setting of corporate targets
- ☒ Monitoring progress towards corporate targets
- ☒ Reviewing and guiding annual budgets

(4.1.2.7) Please explain

Virtusa's Board and Executive Management have oversight of biodiversity issues. Our C-suite level officers such as our CEO and CFO are members of our Sustainability Committee which is the key decision-making body for ESG/Sustainability issues at Virtusa. The Board has oversight, as the Sustainability Committee reports to the Board on these issues on at least an annual basis. Biodiversity is included as part of our Sustainability/ESG initiatives but is currently not deemed as material, as we have a low impact in this area. Despite this, Virtusa continues to engage further with organizations such as Biodiversity Sri Lanka and United Way of Hyderabad to support biodiversity efforts in regions in which we operate. In FY24, our Chief Financial Officer was responsible for approving the investment for Phase II of the forest restoration in the Kanneliya UNESCO biosphere reserve as well a new project on Mangrove restoration, which aims to improve the resilience and ecosystem services of identified mangroves in Sri Lanka and demonstrate how mangrove restoration as a Nature-Based Solution (NBS) can address the impacts of climate change and socio-economic development challenges. Mangrove ecosystems play a critical role in biodiversity conservation, carbon sequestration, and coastal protection accounting for 10–15% of global carbon burial services. Selected as one of seven UN World Restoration Flagships, this project supports Sri Lanka's target to increase mangrove cover by more than 50%.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

- ☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- ☒ Executive-level experience in a role focused on environmental issues
- ☒ Management-level experience in a role focused on environmental issues
- ☒ Active member of an environmental committee or organization

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Conducting environmental scenario analysis
- ☒ Developing a climate transition plan
- ☒ Managing annual budgets related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

☒ Other, please specify :Integrating climate-related issues into the strategy

(4.3.1.4) Reporting line

Select from:

☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Quarterly

(4.3.1.6) Please explain

The CEO of Virtusa is also the executive director of our board and a member of the Sustainability Committee. As part of the Sustainability Committee, the CEO assesses and monitors Virtusa's climate strategy, they oversee Virtusa's sustainability commitments—including how they are embedded into the overall business strategy—and sustainability communications. In 2025, sustainability was highlighted as a strategic element in client pitches and the Spark Summit. Virtusa's "The Spark Summit" is a global event where the company showcases its "Engineering First" mindset, unveils new initiatives, and celebrates partner collaborations. The event highlights Virtusa's commitment to providing clients with top-tier solutions, services, and tools, while also demonstrating their leadership in areas like generative AI. Keynote sessions with strategic partners like Pegasystems, AWS, and Microsoft are a major part of the summit, focusing on joint client successes and future strategies. The summit also includes an awards night recognizing outstanding achievements in tech excellence, delivery, and client stories. In FY24 the CEO approved and signed the endorsement for Virtusa to join the CEO Water Mandate. The CEO facilitates the preparation of regular reports about Virtusa's sustainability progress to the board which is scheduled quarterly as the Executive Committee may from time to time designate. As part of the Sustainability Committee, the CEO is also responsible for assessing climate-related risks and opportunities and reviewing and approving the company's Sustainability policy and sub-policies, including the Environmental Responsibility Policy. These policies have specific climate-related requirements, such as energy, emissions, water, and resource consumption. The CEO is responsible for communicating Virtusa's Sustainability efforts to stakeholders. Our CEO and CFO are best suited to guide the company's sustainability strategy in alignment with its corporate business strategy.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Committee

☒ Other committee, please specify :Sustainability Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Strategy and financial planning

- ☒ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

The highest level of responsibility for assessing and managing climate-related issues, including biodiversity lies with our Sustainability Committee, which comprises of two board representatives (Chairperson of the Audit Committee and our CEO); members of our Executive team, such as the CFO and CPO; and Global Head of Sustainability and Facilities. The Sustainability Committee sits within and is overseen by the board, and reports to the board quarterly. Biodiversity matters are discussed as important matters arise such as investment in new biodiversity CSR (corporate social responsibility) conservation activities or achievements, as it is currently not deemed as material, as we have a low impact in this area. However, Virtusa has invested in projects to restore biodiversity such as the Kanneliya Forest Restoration project, Life to our Mangroves project in partnership with Biodiversity Sri Lanka, the Ranglal Kunta lake restoration, and the Solar Harmony Borewells initiative. Virtusa's support in the rejuvenation of Ranglal Kunta Lake in Hyderabad has brought significant benefits to both the local community and the surrounding ecosystem. The restoration project improved water quality, helped recharge groundwater levels, and reduced urban flooding risks. For the Solar Harmony initiative,

Virtusa's installation of 10 solar-powered borewells in the Amrabad Tiger Reserve, part of the Nallamala Forest, is a significant step towards ensuring a reliable water supply for the reserve's wildlife in the deep forest areas. It will also provide water for the local Chenchu tribal community. This project won the Best Rural Development and Environmental Sustainability Project Award from the Nirmaan Organization. Our approximate investment in these programs in FY25 was: - Kanneliya: \$2,410 - Life to Mangroves: \$4,097 - Ranglal Kunta lake restoration: \$97,522 - Solar Harmony Borewells initiative: \$70,359

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Conducting environmental scenario analysis
- ☒ Developing a climate transition plan
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing annual budgets related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues

Other

☒ Other, please specify :Integrating climate-related issues into the strategy

(4.3.1.4) Reporting line

Select from:

☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Quarterly

(4.3.1.6) Please explain

The CFO is responsible for assessing and monitoring Virtusa's climate strategy. This includes reviewing and approving targets related to emissions reduction, energy reduction, and efficiency. The CFO oversees the development, implementation, and success of these targets. One of the CFO's responsibilities is to address climate-related risks and opportunities within the organization. This involves working closely with relevant teams across the company to develop mitigation and adaptation strategies that align with the environmental sustainability goals. The CFO facilitates the preparation of regular reports regarding sustainability progress for the board. This task is scheduled quarterly but can be adjusted based on the discretion of the Sustainability Committee. By collaborating with various teams, the CFO ensures that Virtusa navigates the complexities of climate change, while simultaneously creating value and managing risks in line with environmental sustainability objectives. For example, in FY24, the Chief Financial Officer (CFO) was responsible for approving renewable energy investments for our Navalur Campus as well the purchase of energy attribute certificates for our facilities globally. Likewise in 2025, the CFO also approved the purchase of energy attribute certifications for the year. Our CEO and CFO are best suited to guide the company's sustainability strategy in alignment with its corporate business strategy.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Chief Risks Officer (CRO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Strategy and financial planning

- ☒ Conducting environmental scenario analysis
- ☒ Developing a climate transition plan

Other

- ☒ Other, please specify :Integrating climate-related issues into the strategy. Update our enterprise risk management system

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

The Chief Risk Officer (CRO) develops and updates our company risk management system, and reports to the board quarterly about Virtusa's risk strategy progress. The CRO works with the Chief Financial Officer (CFO) and Virtusa's internal audit and business continuity management teams on these risk management system processes. Climate-related risks from market to regulatory risks are considered under the IAD risk assessment. Acute and chronic physical risks such as heatwaves, drought, extreme storms, and floods are assessed under our business continuity risk assessment guided by ISO 22301. The CFO and CRO have these responsibilities as they can best monitor and evaluate enterprise-level risks.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

- ☒ Other committee, please specify :Sustainability Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Managing annual budgets related to environmental issues

Other

- ☒ Other, please specify :Integrating climate-related issues into the strategy

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Quarterly

(4.3.1.6) Please explain

The highest level of responsibility for assessing and managing climate-related issues and formulating our climate change strategy lies with our Sustainability Committee, which comprises of two board representatives (Chairperson of the Audit Committee and our CEO); members of our Executive team, such as the CFO and CPO; and Global Head of Sustainability and Facilities. The Sustainability Committee sits within and is overseen by the board, and reports to the board quarterly. The Sustainability Committee has the mandate to assist the organization's leadership in: · Embedding Sustainability aspects into the business strategy · Developing, implementing, and monitoring interventions and related policies · Engaging with the stakeholders by overseeing communications concerning ESG/Sustainability aspects · Monitoring and assessing development and improving the organization's understanding of ESG aspects · Efficient and timely disclosure of ESG/Sustainability aspects to internal and external stakeholders.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☒ Other, please specify :Global Head of Sustainability and Facilities

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☒ Assessing environmental dependencies, impacts, risks, and opportunities

☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☒ Managing public policy engagement related to environmental issues

☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☒ Measuring progress towards environmental corporate targets

- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Conducting environmental scenario analysis
- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing annual budgets related to environmental issues

Other

- ☒ Providing employee incentives related to environmental performance
- ☒ Other, please specify :Integrating climate-related issues into the strategy

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

Our Global Head of Sustainability and Facilities is responsible for managing our climate strategy through target setting, reducing our environmental footprint, and communicating with internal and external stakeholders. He provides quarterly briefings on Virtusa's climate strategy and performance to the Sustainability Committee and CFO via consolidated reports and presentations. Currently, he is responsible for managing Virtusa's SBTi/Net-Zero emissions alignment plans. The Facilities teams in each geographic location are responsible for implementing the strategy. They also ensure Virtusa's ISO14001 and ISO 50001 certification. Online dashboards provide insights into resource usage and environmental footprint enabling course correction at any time. As a result, our Global Head of Sustainability and Facilities is in the best position to drive the outcomes that reduce the environmental impact, identify risks to facilities operations from climate change and formulate mitigation and adaptation strategies required to transition to a low carbon economy. One of our main impacts on the environment is from the usage of electricity and water at our facilities and waste generated at these facilities. The Global Head of Sustainability and Facilities also plays an active role in value chain engagement where he consistently engages with clients, investors and other stakeholders with a view to future-proof the business by positively impacting our ESG

footprint. This includes supporting internal and external activities for public private partnerships. For example, he currently serves as a Board Member of the UN Global Compact Network Sri Lanka, a board advisor to their Water and Ocean Stewardship Working Group, actively contributing to national sustainability efforts and cross-sector collaboration. He is also a Board Member of SLASSCOM, where he supports the development and international positioning of Sri Lanka's IT and BPM industry in addition to representing Virtusa at COP28.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☒ Other, please specify :Risk Management Team

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☒ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☒ Reports to the Chief Risks Officer (CRO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ As important matters arise

(4.3.1.6) Please explain

The risk management team is responsible for managing climate-related risks and formulating the appropriate business continuity plans in collaboration with other teams such as facilities and human resources.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☒ Other, please specify :Sustainability team

(4.3.1.2) Environmental responsibilities of this position

Engagement

☒ Managing value chain engagement related to environmental issues

Other

☒ Other, please specify :Completing ESG disclosures and improving Virtusa's sustainability program and climate change management. Setting emissions reduction targets such as SBTi.

(4.3.1.4) Reporting line

Select from:

☒ Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ As important matters arise

(4.3.1.6) Please explain

The Sustainability reporting team is responsible for calculating our environmental footprint, tracking progress against SBTi targets, and formulating strategies for achieving these targets, sustainability disclosures, benchmarking Virtusa's performance against industry performance, and identifying improvements to the sustainability program and climate change management. The team also engages with external stakeholders such as the UN Global Compact and industry associations on climate-related policy and initiatives.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☒ Other, please specify :Procurement Team

(4.3.1.2) Environmental responsibilities of this position

Engagement

☒ Managing supplier compliance with environmental requirements

☒ Managing value chain engagement related to environmental issues

(4.3.1.4) Reporting line

Select from:

☒ Other, please specify :Reports to the Chief Procurement Officer

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ As important matters arise

(4.3.1.6) Please explain

The Procurement team has taken up a more active role in supply chain management given Virtusa's SBTi target to reduce Scope 3 emissions by 42% by FY2030. For example, in FY25, the procurement team actively supported the sustainability team in their supply chain assessment and strengthened our procurement policy by incorporating Net-Zero expectations for suppliers includes supporting our targets by: • Committing to set SBTi near-term and net zero targets as soon as possible with near-term target years of FY2030 and net zero targets FY2040, respectively • Getting SBTi validation for near-term and net zero targets • Having third-party validation of emissions • Disclosing to CDP and maintaining at least a rating of 'B'
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

At Virtusa, climate-related performance is embedded in the KPI structure for the CFO organization, with a 10% weightage tied to three key sustainability goals: (1) institutionalizing sustainability leadership and governance, (2) advancing the Path to Net Zero, and (3) creating a sustainable supply chain. These goals are tracked at the CXO level and are part of Virtusa's OGSM (Objectives, Goals, Strategies, Measures) framework. The CIO organization also plays a critical role in driving climate action through initiatives such as energy reduction via hardware optimization, promoting virtual connectivity to reduce travel-related emissions, data center optimization, secure asset disposal, and reuse-by-design strategies. While these CIO-led initiatives are not tied to a specific incentive percentage, they are integral to Virtusa's sustainability performance and are considered in overall company performance assessments.

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

- ☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets

Strategy and financial planning

- ☒ Achievement of climate transition plan

Emission reduction

- ☒ Implementation of an emissions reduction initiative
- ☒ Reduction in emissions intensity
- ☒ Increased share of renewable energy in total energy consumption
- ☒ Reduction in absolute emissions
- ☒ Other emission reduction-related metrics, please specify :Increased share of low-carbon energy in total energy consumption

Resource use and efficiency

- ☒ Energy efficiency improvement
- ☒ Reduction in total energy consumption

Engagement

- ☒ Increased engagement with suppliers on environmental issues
- ☒ Increased engagement with customers on environmental issues
- ☒ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Our CFO is responsible for driving operational efficiencies, which help to reduce our resource consumption and environmental footprint. The CFO is responsible for ensuring policies are executed through target setting and KPIs, monitoring facility operating costs, and performing quarterly reviews of environmental/climate change management KPIs for alignment to industry best practices and benchmarks, which in turn drives the setting and revision of targets. Overall, the CFO is responsible for the following targets: (1) institutionalizing sustainability leadership and governance, (2) advancing the Path to Net Zero, and (3) creating a sustainable supply chain

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Our executive compensation programs are designed to motivate and reward our executive officers' contributions and performance. Emphasis is placed on pay-for-performance results, through the use of short-term and long-term incentives, which reward our executives when we achieve certain financial and business goals, and result in reduced compensation if we do not achieve those goals. Our sustainability initiatives incorporate measurable sustainability goals, such as carbon footprint reduction, social impact initiatives, and maintaining the highest standards of integrity and transparency. These initiatives lead to cost savings, enhanced brand reputation, and long-term value creation, positively impacting our bottom line and thereby linking executive pay to such sustainability topics. Moreover, our clients, investors and other stakeholders are increasingly aware of the importance of such sustainability factors and scrutinize our commitment to these sustainability topics. Our ability to address their concerns not only establishes a foundation of trust but also enhances our company's competitiveness, reputation as an ethical and responsible organization, and long-term success in an increasingly conscious marketplace. These incentives specifically contribute to the achievement of Virtusa's climate commitments, such as our current emissions reduction targets and Science-Based Targets. The CFO is responsible for approving renewable energy investments required to meet our SBTi targets.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

- ☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets
- ☒ Organization performance against an environmental sustainability index

Strategy and financial planning

- ☒ Achievement of climate transition plan

Emission reduction

- ☒ Implementation of an emissions reduction initiative
- ☒ Increased share of renewable energy in total energy consumption
- ☒ Other emission reduction-related metrics, please specify :Increased share of low-carbon energy in total energy consumption

Resource use and efficiency

- ☒ Reduction in total energy consumption

Engagement

- ☒ Increased engagement with suppliers on environmental issues
- ☒ Increased engagement with customers on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Our Sustainability Committee, which includes executive team members such as the CEO, CFO and CPO, is responsible for our sustainability program and climate change management. Overall, the Sustainability Committee is accountable for our Sustainability OGSM, through which it approves the following targets: (1) Emissions reduction targets and projects (2) Energy reduction targets and projects (3) Efficiency targets and projects (4) Behavioral change indicators (5) Company performance on sustainability indices (6) Supply chain engagement.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Our executive compensation programs are designed to motivate and reward our executive officers' contributions and performance. Emphasis is placed on pay-for-performance results, through the use of short-term and long-term incentives, which reward our executives when we achieve certain financial and business goals, and result in reduced compensation if we do not achieve those goals. Our sustainability initiatives incorporate measurable sustainability goals, such as carbon footprint reduction, social impact initiatives, and maintaining the highest standards of integrity and transparency. These initiatives lead to cost savings, enhanced brand reputation, and long-term value creation, positively impacting our bottom line and thereby linking executive pay to such sustainability topics. Moreover, our clients, investors and other stakeholders are increasingly aware of the importance of such sustainability factors and scrutinize our commitment to these sustainability topics. Our ability to address their concerns not only establishes a foundation of trust but also enhances our company's competitiveness, reputation as an ethical and responsible organization, and long-term success in an increasingly conscious marketplace. These incentives specifically contribute to the achievement of Virtusa's climate commitments, such as our current emissions reduction targets and Science-Based Targets.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Sustainability specialist

☒ Other sustainability specialist, please specify :Global Head of Sustainability and Facilities

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- ✓ Progress towards environmental targets
- ✓ Achievement of environmental targets
- ✓ Organization performance against an environmental sustainability index

Strategy and financial planning

- ✓ Achievement of climate transition plan

Emission reduction

- ✓ Implementation of an emissions reduction initiative
- ✓ Reduction in emissions intensity
- ✓ Increased share of renewable energy in total energy consumption
- ✓ Reduction in absolute emissions
- ✓ Other emission reduction-related metrics, please specify :Increased share of low-carbon energy in total energy consumption

Resource use and efficiency

- ✓ Energy efficiency improvement
- ✓ Reduction in total energy consumption

Policies and commitments

- ✓ Increased supplier compliance with environmental requirements

Engagement

- ✓ Increased engagement with suppliers on environmental issues
- ✓ Increased engagement with customers on environmental issues
- ✓ Increased value chain visibility (traceability, mapping)
- ✓ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Our Global Head of Sustainability and Facilities is a member of the Sustainability Committee and is responsible for Virtusa's environmental footprint and other sustainability initiatives, which include ensuring resource and energy efficiency in our facilities through strict build-out guidelines and benchmarking our performance against industry standards. For example, currently, he is responsible for managing Virtusa's SBTi/Net-Zero emissions alignment plans. He is also responsible for implementing sustainable supply chain practices such as initiating the Supplier Sustainability Survey, which analyses the sustainability and environmental performance of our tier 1 suppliers. Overall, he is responsible for the following targets: (1) Emissions reduction targets including aligning targets with SBTi criteria (2) Energy reduction and renewable energy targets (3) Efficiency target (4) Behavior change related indicator (5) Environmental criteria included in purchases (6) Supply chain engagement (7) Company performance on sustainability indices.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Our executive compensation programs are designed to motivate and reward our executive officers' contributions and performance. Emphasis is placed on pay-for-performance results, through the use of short-term and long-term incentives, which reward our executives when we achieve certain financial and business goals, and result in reduced compensation if we do not achieve those goals. Our sustainability initiatives incorporate measurable sustainability goals, such as carbon footprint reduction, social impact initiatives, and maintaining the highest standards of integrity and transparency. These initiatives lead to cost savings, enhanced brand reputation, and long-term value creation, positively impacting our bottom line and thereby linking executive pay to such sustainability topics. Moreover, our clients, investors and other stakeholders are increasingly aware of the importance of such sustainability factors and scrutinize our commitment to these sustainability topics. Our ability to address their concerns not only establishes a foundation of trust but also enhances our company's competitiveness, reputation as an ethical and responsible organization, and long-term success in an increasingly conscious marketplace. These incentives specifically contribute to the achievement of Virtusa's climate commitments, such as setting SBTi targets, identifying initiatives to achieve these targets, identifying improvements to sustainability program/formulating OGSM.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☒ Risk manager

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Organization performance against an environmental sustainability index

Strategy and financial planning

☒ Other strategy and financial planning-related metrics, please specify :Assessing climate-related risks & opportunities; Managing climate-related risks & updating our enterprise risk management system; Integrating climate issues into the strategy; Conducting scenario analysis; Setting climate corporate targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

The risk management team is responsible for managing climate-related risks and formulating the appropriate business continuity plans in collaboration with other teams such as facilities and human resources. Bonuses are linked to the achievement of company goals and team/individual performance KPIs. These include goals/KPIs related to sustainability and risk management.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Our compensation programs are designed to motivate and reward our team members' contributions and performance. Emphasis is on pay-for-performance, which rewards team members when we achieve certain business goals and achievement of team/individual KPIs. For the risk manager, this would be ensuring appropriate risk management practices/processes. Bonus is tied to achievement of KPIs.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☒ Facilities manager

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

☒ Achievement of environmental targets

Emission reduction

☒ Implementation of an emissions reduction initiative

☒ Reduction in emissions intensity

☒ Increased share of renewable energy in total energy consumption

☒ Reduction in absolute emissions

☒ Other emission reduction-related metrics, please specify :Increased share of low-carbon energy in total energy consumption

Resource use and efficiency

- ☒ Energy efficiency improvement
- ☒ Reduction in total energy consumption

Policies and commitments

- ☒ Increased supplier compliance with environmental requirements

Engagement

- ☒ Increased engagement with suppliers on environmental issues
- ☒ Increased value chain visibility (traceability, mapping)
- ☒ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Bonuses are linked to the achievement of company goals and team/individual performance KPIs. These include goals/KPIs related to sustainability and energy and resource efficiencies. Emphasis is on pay-for-performance, which rewards team members when we achieve certain business goals and achievement of team/individual KPIs. For the facilities managers, this would be ensuring resource efficiencies and cost reductions such as ensuring energy efficiency in facilities. Bonus is tied to achievement of KPIs.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

These incentives specifically contribute to the achievement of Virtusa's climate commitments, such as our current emissions reduction targets and Science-Based Targets. Meeting GHG emissions and energy reduction targets account for 30-40% of the default management by objectives (MBO) scorecard set for facility managers. In addition, we have ongoing energy/emission reduction projects such as converting lighting systems to LEED and improvements to HVAC systems. In FY25, our Hyderabad Campus facility replaced 9-year-old Variable Refrigerant Flow (VRF) units in the HVAC system with new energy-efficient units. It is estimated that the new units would save approximately 2,677 kWh units per month, totaling 32,120 kWhs annually. Also, in FY25, we invested in 1 MW PPA and EAC/REC certifications for our offices which cost USD 88,918.95. Our Hyderabad Campus optimized Precision Air Conditioning (PAC) set points and migrated data center operations to the cloud, resulting in 50,781 kWh energy savings compared to FY24. Furthermore, in FY25, our Colombo, Sri Lanka facility replaced two legacy 300KVA UPS units with more energy efficient 168KVA units which is estimated to save 462,528 kWh annually. These measures contributed to increasing our overall

renewable energy consumption by 181% from 5,306.353 MWh in FY24 to 14,882.351 MWh in FY25. Lastly, Virtusa obtained LEED Platinum certification for Operations and Maintenance for our facilities in Navalur and Thane, in addition to the Hyderabad Campus, which was certified in the previous year. This expands our LEED certified real estate to 79%.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☒ Buyers/purchasers

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Policies and commitments

☒ Increased supplier compliance with environmental requirements

Engagement

☒ Increased engagement with suppliers on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Our Procurement Team is required to evaluate environmental criteria at vendor evaluation. The team ensures that each functional procurement team carries out the due diligence such as ensuring that all IT hardware devices including laptops, servers, endpoints, and network, meet EPEAT standards. They are also tasked with monitoring the supplier responses to the Sustainability assessment. In FY24, The Procurement team has taken up a more active role in supply chain management

given Virtusa's SBTi target to reduce Scope 3 emissions by 42% by FY2030. Bonuses are linked to the achievement of company goals and team/individual performance KPIs. These include goals/KPIs related to sustainability.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

These incentives specifically contribute to the achievement of Virtusa's climate commitments, such as our current emissions reduction targets and Science-Based Targets.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☒ Other facility/unit/site manager, please specify :HIVE (R&D)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Resource use and efficiency

☒ Energy efficiency improvement

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

In FY23, we launched HIVE, Virtusa's solution innovation factory as a part of our tech transformation initiative. HIVE is mandated to enhance engineering excellence and improving productivity. As such, it carries out research and development in several areas. Solutions developed by HIVE include engineering tools that drive SDLC automation to improve quality, enable speed, and increase productivity. These solutions include Smart Application Lifecycle Management tools to enhance user stories and provide a story point estimation model. They incorporate proprietary gamified dashboards to promote transparency, quality, and productivity metrics; and an end-to-end CI/CD pipeline that automates code quality review, testing, and release management. Virtusa and our clients can use these solutions to gain resource efficiencies that translate into corresponding emissions reductions. Bonuses are linked to the achievement of company goals and team/individual performance KPIs. These include goals/KPIs related to engineering efficiencies.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

These incentives specifically contribute to the achievement of Virtusa's climate commitments, such as our current emissions reduction targets and Science-Based Targets.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☒ Other facility/unit/site manager, please specify :Marketing teams

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Engagement

☒ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Marketing managers and teams in each location are responsible for creating awareness among employees to drive sustainability and climate change initiatives. These include social media campaigns on environment, health and safety topics. For example, a social media campaign for World Environment Day (WED) encouraged employees to commit to reducing plastic usage. Bonuses are linked to achievement of company goals and team/individual performance KPIs. These include goals/KPIs related to sustainability and company brand/reputation.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

These incentives specifically contribute to the achievement of Virtusa's climate commitments, such as our current emissions reduction targets and Science-Based Targets.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☒ Other facility/unit/site manager, please specify :Risk Management Team

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Strategy and financial planning

☒ Other strategy and financial planning-related metrics, please specify :Managing climate-related risks and opportunities

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Bonuses are linked to the achievement of company goals and team/individual performance KPIs. These include goals/KPIs related to sustainability and risk management program and BCMS certification. Bonuses are awarded in accordance with the company's performance appraisal program.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Our compensation programs are designed to motivate and reward our team members' contributions and performance. Emphasis is on pay-for-performance, which rewards team members when we achieve certain business goals and achievement of team/individual KPIs. For the risk management team, this would be ensuring appropriate risk management practices/processes related to climate change. Bonus is tied to achievement of KPIs.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☒ Other facility/unit/site manager, please specify :Sustainability Team

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- ☒ Organization performance against an environmental sustainability index

Strategy and financial planning

- ☒ Other strategy and financial planning-related metrics, please specify :Improving Virtusa's sustainability program and climate change management

Policies and commitments

- ☒ Increased supplier compliance with environmental requirements

Engagement

- ☒ Increased engagement with customers on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Bonuses are linked to the achievement of company goals and team/individual performance KPIs. These include calculation of company's emissions, formulation of Virtusa's SBTi targets, and implementing initiatives to achieve SBTi targets, company performance against sustainability indices, timely submission of sustainability disclosures and engagement with clients through RFIs, etc.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Our compensation programs are designed to motivate and reward our team members' contributions and performance. Emphasis is on pay-for-performance, which rewards team members when we achieve certain business goals and achievement of team/individual KPIs. These incentives specifically contribute to the achievement of Virtusa's climate commitments, such as our current emissions reduction targets and Science-Based Targets. For the Sustainability Team, this would be ensuring company performance against sustainability indices, which in turn helps to identify and set Virtusa's climate-related goals and targets.

[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Biodiversity

(4.6.1.2) Level of coverage

Select from:

- ☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

(4.6.1.4) Explain the coverage

Our Sustainability Committee oversees our environmental policies, under the CEO's leadership. These policies encompass all Virtusa and subsidiary facilities. They are communicated internally and externally, reviewed annually, and expected to be upheld by all employees and contractors. Virtusa remains committed to continuous improvement in environmental stewardship, driving toward a sustainable future. Relevant policies include, but are not limited to:

- Sustainability policy: High-level sustainability framework across all operational and corporate domains. Focusses on environmental responsibility, social impact, and ethical governance.*
- Environmental Responsibility policy: Outlines our commitment to reducing our environmental footprint and complying with all environmental regulations.*
- Environment, Health and Safety Policy: Sets our commitment to safeguard the well-being of all our stakeholders, employees, and contractors.*
- Social responsibility policy: Focuses on ethical and sustainable business practices, environmental protection, and community engagement.*
- Plastics policy: Complementing our existing environmental waste policies, the policy sets out our commitment to reducing the use of plastics, especially single-use plastic.*
- Supplier Code of Conduct: Outlines the standards that suppliers are required to uphold in the areas of human rights, labor, environment, and business ethics.*
- Energy Management Policy: Outlines our commitment to continually improving our energy*

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to avoidance of negative impacts on threatened and protected species
- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to respect legally designated protected areas
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- ☒ Commitment to 100% renewable energy
- ☒ Commitment to net-zero emissions

Additional references/Descriptions

- ☒ Description of biodiversity-related performance standards

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☒ Publicly available

(4.6.1.8) Attach the policy

Virtusa Environmental Responsibility Policy.pdf

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☒ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☒ Science-Based Targets Initiative (SBTi)

☒ UN Global Compact

☒ Other, please specify :Biodiversity Sri Lanka Resource Efficiency Pledge; Sri Lankan Association of Software and Service Companies (SLASSCOM); CEO Water Mandate

(4.10.3) Describe your organization's role within each framework or initiative

Virtusa joined the UN Global Compact (UNGC) in 2008 and has membership in 7 local networks: US, India, Sri Lanka, Australia, Singapore, the UK, and the UAE. As part of our involvement with UNGC Sri Lanka, we have been a member of their Steering Committee since 2010 and a Board member since 2011. We also have membership in the following groups under this Sri Lanka Network of the UNGC: • Climate Emergency Task Force (CETF) • Water Stewardship Working Group - We are also a Board Advisor to the Water Stewardship Working Group, and our team members have gone through the Climate Action Accelerator program as part of our participation in the Sri Lanka Network on UNGC. Aside from the UNGC, Virtusa is also a signatory of the Science Based Targets Initiative (SBTi) as part of our long-term strategy for emissions reduction. Virtusa has committed to reduce absolute Scope 1 and 2 GHG emissions by 75% by FY2030 from a FY2020 base year and to reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, business travel, and employee commuting by 42% within the same timeframe. Virtusa also has a long-term target to reduce its Scope 1, 2, and 3 GHG emissions by 90% by FY2040 from the FY2020 base year. Virtusa also committed

to achieving net-zero emissions across the value chain by FY2040. Virtusa officially submitted SBTi targets as in line with a 1.5C trajectory in December 2023 and received approval in June 2024 on its near-term and net-zero targets. To ensure maximum transparency, accountability, and corporate leadership, Virtusa will publicly report the progress against any published targets on an annual basis along with our company-wide GHG emissions inventory as per criterion 25 of the SBTi Criteria and Recommendations (version 5.1). Virtusa is an active participant in SLASSCOM, the Sri Lankan Association of Software and Service Companies. In 2022, SLASSCOM initiated a program to encourage its member companies to adopt ESG as a business strategy towards making Sri Lanka a green-energy IT/BPM destination. As a member company that is considered to have pioneered ESG adoption in the Sri Lankan IT industry, we developed an “ESG Starter Kit” to leadership teams and employees of various software and IT organizations in the SLASSCOM network in 2022. The resources provided through the Starter Kit were focused around how to drive ESG in the software industry and specifically in Sri Lanka. In 2021, Sri Lanka’s IT industry recorded a revenue of 1.2 billion, contributing 8% of the country’s total exports. This was the highest revenue on record for the industry and demonstrates the potential for leveraging the IT talent pool and Tier 1 IT and telecom infrastructure to drive exports, employment and economic growth. The ESG Starter Kit covers the following aspects under environment: emissions, energy, water and waste management and opportunities in clean tech. It provided high level information on emissions categories, how to start calculating GHG emissions and strategies for emissions and energy management. Currently, the ESG Starter Kit has been rolled out to 310 companies (Large, medium, Small and startups). In FY25 Virtusa participated in the SLASSCOM CEO Meeting on Sustainability: A catalyst for business growth and innovation. This session highlighted sustainability’s significant role in reshaping business strategies and ensuring competitiveness in a rapidly evolving market. Virtusa contributed valuable insights during the panel discussion, exploring how businesses can integrate sustainable practices to foster innovation and drive long-term growth. In FY25 Virtusa participated in the SLASSCOM CEO Meeting on Sustainability: A catalyst for business growth and innovation. This session highlighted sustainability’s significant role in reshaping business strategies and ensuring competitiveness in a rapidly evolving market. Virtusa contributed valuable insights during the panel discussion, exploring how businesses can integrate sustainable practices to foster innovation and drive long-term growth.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☒ Paris Agreement

☒ Another global environmental treaty or policy goal, please specify :Strategy to Promote inclusive and Sustainable Businesses to achieve the Sustainable Development Goals (SDGs) in Sri Lanka

(4.11.4) Attach commitment or position statement

Virtusa Environmental Responsibility Policy.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☒ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Virtusa's Sustainability Committee has responsibility for our overall sustainability program. The CFO is responsible for reporting to the board on sustainability performance. Our Global Head of Sustainability and Facilities is responsible for managing climate change through target setting and achievement as well as communicating with internal and external stakeholders. The following processes ensure that our activities, including our engagements, are consistent with our overall climate change strategy. (1) Performance KPIs: The facilities team for each geographic location is tasked with monitoring and reducing energy usage and emissions. All business functions must be in-line with our Sustainability Policy, Environmental Responsibility Policy and EHS Policy. The facilities teams are also responsible for ensuring that the facilities meet the environmental criteria set in the Design and Build Guide. Furthermore, in FY24 Virtusa joined the CEO Water Mandate. (2) Management review of performance: Performance is reviewed by the Global Head of Sustainability and Facilities and the CFO to ensure that it is aligned with our overall sustainability and climate change strategy as well as industry best practices/benchmarks. (3) Benchmark our performance against industry standards: We consistently benchmark our performance against industry standards. In 2025, we received a Gold EcoVadis Medal for the third consecutive year for our sustainability performance,. (4) Engage with industry organizations: We have been a member of UN Global Compact (UNGC) since 2008 and are on the board and the steering committee of UNGC Sri Lanka. We have membership in 7 local networks including: The US, Sri Lanka, India, the UK, Singapore, Australia, and the UAE. Attending the board and steering committee meetings helps to ensure that Virtusa's engagement strategy is consistent with UNGC and its 10 Principles. We are also members of the Climate Emergency Task Force and the Water and Ocean Stewardship working group of the UNGC Sri Lanka Network, which helps us to gain the learning to ensure that our overall climate strategy helps to achieve the UN Sustainable Development Goals (SDGs). Currently we are working through SLASCCOM to drive ESG adoption for all member companies, including encouraging members to commit to setting SBTi targets.

[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Asia and Pacific

☒ Other trade association in Asia and Pacific, please specify :Biodiversity Sri Lanka (BSL)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Sri Lanka, a country highly vulnerable to adverse effects of climate change, has presented the Nationally Determined Contributions (NDCs) to strengthen the global efforts of both mitigation and adaptation. In response to challenges posed by climate change, Biodiversity Sri Lanka's (BSL) has taken several positive steps to influence national policies, strategies, and actions to address climate change-induced impacts. Biodiversity Sri Lanka's (BSL) overall mandate is to help raise awareness on biodiversity and sustainability issues amongst the Sri Lankan business community. Working to assist companies in understanding biodiversity and related issues, as well as to mainstream it into their core businesses. Kanneliya Forest Restoration Project: Partnership with Biodiversity Sri Lanka (BSL) to restore 34.5 hectares of degraded land in the Kanneliya Biosphere Reserve. The project awarded the Nature's Ecosystem Restoration Standard certificate by Preferred by Nature, is carried out under the guidance of the Forest Department Sri Lanka and the technical expertise of the International Union for Conservation of Nature (IUCN) and biodiversity credits are being calculated. Phase I started in 2018 and achieved significant ecological restoration with an increase in both floral and faunal species at the restoration site. Due to the success of Phase I in 2023, we signed-up to Phase II of the project, to ensure complete restoration of the site continues. Phase II will focus on implementing a Conservation Management Plan to ensure continued preservation of the site and establishing a Biodiversity Credit Accrual System for Sri Lanka. Approximate investment in Phase I and Phase II is USD 20,375.41. Life to Our Mangroves: A joint effort by BSL, the Department of Wildlife Corporation (DWC), and BSL members, aims to restore 35.5 hectares in the Anawilundawa Wetland Sanctuary. Sri Lanka's overall mangrove conservation, which the Life to Our Mangroves project supports was selected as a UN Flagship for restoration. The preservation of mangroves is crucial not just for the protection of biodiversity and ecosystem services, but also for tackling climate change as they act as carbon sinks. Carbon credits are being calculated for this restoration project. Anawilundawa Sanctuary is one of the six RAMSAR wetlands in Sri Lanka and provides shelter to a host of threatened fish, amphibians, mammals, reptiles, and birds, including migratory birds. The approximate investment was USD19,101.12.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

6854

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

This amount of 1,310,000 LKR (around USD \$6,854) included 5 years of membership, and contributions towards biodiversity projects: Kanneliya forest restoration and Mangroves restoration. Kanneliya forest restoration and Mangroves restoration The aim of our funding was to support Biodiversity Sri Lanka's objective of strengthening and increasing the involvement of the private sector in biodiversity conservation. Virtusa has previously held Supply Chain Sustainability Events with speakers from BSL and is involved with restoration projects previously described.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Asia and Pacific

☒ Other trade association in Asia and Pacific, please specify :Sri Lankan Association of Software and Service Companies (SLASSCOM)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ Yes, and they have changed their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

SLASSCOM is the Sri Lankan national chamber for the IT/BPM industry and aims to market Sri Lanka to investors as a 'Green IT destination'. SLASSCOM has been influential in swaying government policy towards removing barriers to sustainable growth, making infrastructure development, labor laws and tax policies more investor friendly and equitable for all. For example, SLASSCOM has requested that duty concessions on solar panels be included in the country budget. SLASSCOM has also been driving the industry towards being 'future ready' and upskilling the workforce to take on niche domains and technologies, creating the environment for business, technology and the industry to thrive. We have influenced SLASSCOM's ESG policy as members of their ESG Committee, which in turn, helps to influence the Sri Lankan Government on IT industry ESG policies. The SLASSCOM ESG Committee formulated the strategy to enable member companies to adopt the ESG standards, policies and practices required to support the mission of becoming a desired Green IT hub. This year, we continued to participate in multiple events organized by SLASSCOM to advocate on ESG, which reached a wider audience. For example, in FY25 Virtusa participated in the SLASSCOM CEO Meeting on Sustainability: A catalyst for business growth and innovation. This session highlighted sustainability's significant role in reshaping business strategies and ensuring competitiveness in a rapidly evolving market. Virtusa contributed valuable insights during the panel discussion, exploring how businesses can integrate sustainable practices to foster innovation and drive long-term growth.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

1500

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

This funding is part of our membership to SLASSCOM, that allows us to sit on, and be a part of, the ESG Committee.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

☒ Another global environmental treaty or policy goal, please specify :Sustainable Development Goals - SDG 17: Partnership for Goals, and SDG 9: Industry, Innovation and Infrastructure

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- ☒ GRI
- ☒ TCFD
- ☒ Other, please specify :SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Climate change
- ☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

- ☒ Underway - previous year attached

(4.12.1.5) Content elements

Select all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Strategy | <input checked="" type="checkbox"/> Value chain engagement |
| <input checked="" type="checkbox"/> Governance | <input checked="" type="checkbox"/> Public policy engagement |
| <input checked="" type="checkbox"/> Emission targets | <input checked="" type="checkbox"/> Content of environmental policies |
| <input checked="" type="checkbox"/> Emissions figures | |
| <input checked="" type="checkbox"/> Risks & Opportunities | |

(4.12.1.6) Page/section reference

pp. 8-9, 13-39, 53-71

(4.12.1.7) Attach the relevant publication

Virtusa Corp. Sustainability Report 2023-24.pdf

(4.12.1.8) Comment

The FY23-24 Sustainability report was prepared in accordance with the GRI Standards and aligned to the Taskforce on Climate-related Financial Disclosures (TCFD). The report also supports our Communication on Progress (COP) to the UN Global Compact and incorporates SASB requirements for the Technology & communication sector – Software and IT Services Standard.

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every two years

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ IEA NZE 2050

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Chronic physical
- ☒ Policy
- ☒ Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 1.5°C or lower

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

- ☒ Global regulation

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

☑ Data regime (from closed to open)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Our use of IEA NZE 2025 assumes the following: • Global energy sector reaches net zero CO2 emissions by 2050 by deploying a wide portfolio of clean energy technologies, without offsets from land-use measures • Advanced economies take the lead and reach net zero emissions earlier than emerging market and developing economies • Meets key energy-related Sustainable Development Goals (SDGs), in particular universal energy access by 2030 • Development and adoption of ambitious policies, drives down clean technology costs, and scales up diverse and resilient global supply chains for critical minerals and clean energy technologies

(5.1.1.11) Rationale for choice of scenario

In FY25, our scenario analysis was conducted on our primary regions of operations, including APAC, North America, and Europe, using public scenarios published by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Authority (IEA). We utilized two climate scenarios that aggregate transition and physical variables: the Representative Concentration Pathway (RCP) scenarios and Shared Socioeconomic Pathways (SSPs) from the IPCC, along with the IEA scenarios for transition risks. The IEA scenarios were chosen for their detailed analysis of energy transition pathways and associated risks. These scenarios offer insights into how different policy and technological developments could shape the energy landscape, helping us to evaluate transition risks and opportunities in our strategic planning. We selected IEA NZE and RCP 1.9 with SSP1-1.9 as it focuses on limiting warming to below 1.5C and aligns with the goal of the Paris Agreement. This aligns most closely with our business strategy, as we have committed to the SBTi with two targets: a near-term target and a net-zero target. In addition, we feel that aligning our business strategy to these scenarios will provide the best outcomes to formulate business strategy and develop our low carbon transition plan, given the fuel price increases seen in recent years.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 1.9

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ SSP1

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Chronic physical

☒ Policy

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.5°C or lower

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2030

☒ 2050

(5.1.1.9) Driving forces in scenario

Regulators, legal and policy regimes

☑ Methodologies and expectations for science-based targets

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

☑ Data regime (from closed to open)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

RCP 1.9 assumes a world where the radiative forcing of greenhouse gases is limited to no more than 1.9 watts per meter squared above pre-industrial levels, meaning global emissions must have already peaked and are now declining strongly. Our use of RCP 1.9 assumes the following: • Paris agreement is met and temperature is limited to 1.5C • Very strong and immediate reductions in greenhouse gas emissions, leading to net-zero CO2 emissions • Lower rate of sea level rise compared although some rise is still inevitable due to past emissions • Enhanced efforts to achieve sustainable development goals • Adoption of clean energy technologies and sustainable practices. • Implementation of policies to support low-carbon development • Shift from economic growth to broader human well-being. • Investments in education and health to accelerate demographic transitions

(5.1.1.11) Rationale for choice of scenario

In FY25, our scenario analysis was conducted on our primary regions of operations, including APAC, North America, and Europe, using public scenarios published by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Authority (IEA). We utilized two climate scenarios that aggregate transition and physical variables: the Representative Concentration Pathway (RCP) scenarios and Shared Socioeconomic Pathways (SSPs) from the IPCC, along with the IEA scenarios for transition risks. The IEA scenarios were chosen for their detailed analysis of energy transition pathways and associated risks. These scenarios offer insights into how different policy and technological developments could shape the energy landscape, helping us to evaluate transition risks and opportunities in our strategic planning. We selected IEA NZE and RCP 1.9 with SSP1-1.9 as it focuses on limiting warming to below 1.5C and aligns with the goal of the Paris Agreement. This aligns most closely with our business strategy, as we have committed to the SBTi with two targets: a near-term target and net-zero target. In addition, we feel that aligning our business strategy to these scenarios will provide the best outcomes to formulate business strategy and develop our low carbon transition plan, given the fuel price increases seen in recent years.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ IEA STEPS (previously IEA NPS)

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Chronic physical

☒ Policy

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

- ☒ Global regulation
- ☒ Other regulators, legal and policy regimes driving forces, please specify :National energy sector regulations

Relevant technology and science

- ☒ Granularity of available data (from aggregated to local)
- ☒ Data regime (from closed to open)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Our use of IEA STEPS assumes the following: • Paris agreement is not met • Global energy demand continues to grow, driven by economic and population growth, particularly in emerging markets • Moderate progress in the deployment of renewable energy sources and energy-efficient technologies • Announced policies are generally complied but fail to achieve all announced goals

(5.1.1.11) Rationale for choice of scenario

STEPS was used in conjunction with RCP 8.5. STEPS provides a conservative benchmark, highlighting the gap between current policy trajectories and the more ambitious goals needed to achieve net zero emissions by 2050. We chose to assess RCP8.5 with SSP3- 7.0 as they both depict a future with high emissions and significant socio-economic challenges, providing a coherent and realistic scenario for understanding the potential impacts of climate change in a fragmented world. RCP 8.5 is the highest baseline emissions scenario in which emissions continue to rise throughout the twenty-first century. Also known as "Regional Rivalry - A Rocky Road," SSP3-7.0 represents a world with high challenges to both mitigation and adaptation

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ SSP3

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Chronic physical

☒ Policy

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 4.0°C and above

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2030

☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

☒ Global regulation

☒ Other regulators, legal and policy regimes driving forces, please specify :National energy sector regulations

Relevant technology and science

☒ Granularity of available data (from aggregated to local)

☒ Data regime (from closed to open)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Our use of RCP 8.5 assumes the following: • Acute and chronic physical risks increases substantially, causing high costs for adaptation to extreme weather events and other climate impacts • Increased reliance on fossil fuels and slow adoption of clean technologies • Significant environmental degradation due to limited efforts in sustainable practices • Increased costs associated with climate impacts and resource competition

(5.1.1.11) Rationale for choice of scenario

STEPS was used in conjunction with RCP 8.5. STEPS provides a conservative benchmark, highlighting the gap between current policy trajectories and the more ambitious goals needed to achieve net zero emissions by 2050. We chose to assess RCP8.5 with SSP3- 7.0 as they both depict a future with high emissions and significant socio-economic challenges, providing a coherent and realistic scenario for understanding the potential impacts of climate change in a fragmented world. RCP 8.5 is the highest baseline emissions scenario in which emissions continue to rise throughout the twenty-first century. Also known as "Regional Rivalry - A Rocky Road," SSP3-7.0 represents a world with high challenges to both mitigation and adaptation

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Capacity building
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The scenario analysis was conducted on our primary regions of operations, including APAC, North America, and Europe, using public scenarios published by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Authority (IEA). We utilized two climate scenarios that aggregate transition and physical variables: the Representative Concentration Pathway (RCP) scenarios and Shared Socioeconomic Pathways (SSPs) from the IPCC, along with the IEA scenarios for transition risks. The impact of this analysis on our strategic planning is detailed in the climate-related risks and opportunities we have identified in our Climate Transition Plan. It is important to note that there are uncertainties—for instance, knowing precisely how consumer preferences will evolve and what this will

mean for demand across different services. Hence, we will continue to engage with customers and stakeholders to monitor and adjust our strategy accordingly. In FY24, based on the NDCs for Sri Lanka and India, where over 90% of our operations are located, potential regulations and increased energy costs were considered “Somewhat Likely” over the short-, medium- and long-terms. The scenario analysis highlighted the risk of carbon taxes and increased energy costs in India, potentially affecting 12 facilities that make up over 82% of our real estate. Based on our FY23 Scope 1 and 2 (location-based) emissions in India of 8,792.163 MtCO₂e and the specified carbon prices from the Report of the High-Level Commission on Carbon Prices of USD 50-100/tCO₂ by 2030, we estimated that the potential carbon taxes would be USD 439,608.15-USD 879,216.3 over short and medium time horizons. To address this, Virtusa committed to setting SBTi targets in FY23 and subsequently received approval of our targets to reduce Scope 1 and 2 emissions by 75%, and Scope 3 emissions by 42% by 2030 in June 2024. Investment in renewable energy such as solar and wind, rainwater harvesting, and other similar initiatives were done as part of building the resilience of Virtusa’s business model to combat increasing energy costs and water scarcity. Based on the IPCC AR5, physical risks to our facility operations in North America, India, and Sri Lanka, were considered “Somewhat Likely” over the short-, medium- and long-term time horizons. Our Business Continuity Management System (BCMS) effectively manages these physical risks by adapting and strengthening measures to mitigate resource shortages in such events. The rapid expansion of groundwater use in India has led to a steep decline in the groundwater table. Future climate scenarios project an increase in drought severity, exacerbating the issue. Also, our analysis of the RCP scenarios indicates climate change will likely cause decreased water quality and increased urban drainage flooding in most of North America. Furthermore, in some regions, there is high confidence of a decrease in instream uses like hydropower. These changes could impact Virtusa’s water use and reliance on hydropower, a major renewable energy source in Sri Lanka. Virtusa works to build our team’s capacity and knowledge on climate-related issues to strengthen our company’s commitments to our emissions reduction targets and Science-Based Targets. Additionally, one of the annual KPIs EQT AB, our management company, tracks is whether a portfolio company has a sustainability champion on the board and trainings are provided to ensure accountability. One way Virtusa builds our capacity on climate issues is through our participation in the Climate Ambition Accelerator program hosted by the UNGC. The 6-month program equips companies with the knowledge and skills they need to accelerate progress toward setting science-based emissions reduction targets aligned with the 1.5 pathway. This program helped Virtusa to address potential climate risks as we established our emissions reduction targets. To strengthen capacity among our team, employees are encouraged to attend sustainability-related seminars for professional development. For example, team members attended training on the latest sustainability reporting standards conducted by E&Y. We also host webinars and panel discussions such as “Harnessing technology to mitigate the climate crisis impacts in Sri Lanka”. From a preliminary understanding of the risks and opportunities posed to Virtusa under various climate scenarios, we seek to continue our analysis of such scenarios in future to gain a deeper understanding of potential impacts to our operations.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

Select from:

☒ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☒ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☒ No, but we plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

At present, Virtusa does not distribute fossil fuels and not actively generate revenue from activities that contribute to fossil fuel expansion. In our net zero transition plan, we have identified replacing fossil fuel inputs with renewable thermal or green hydrogen as one of our key summary actions to reduce scope 1 emissions, along with transitioning our company fleet to EVs. In future reporting years, we are planning on including an explicit commitment to cease all spending and revenue generation from activities that contribute to fossil fuel expansion in our climate transition plan.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☒ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

Virtusa is a private company which has only one principal investor, managed by EQT Private Capital Asia (formerly BPEA EQT, now known as EQT AB). EQT AB -- our parent company -- actively provides guidance on our climate change program and sustainability strategy and discloses ESG information in alignment with Sustainable Finance Disclosure Regulation (SFDR) reporting. One of the annual KPIs EQT AB tracks is whether a portfolio company has a sustainability champion on the board, and training is provided to ensure accountability. In addition, EQT AB collaborates/provides guidance on the following: (1) Purchase of EACs/RECs, (2)

Virtusa's OGSM (objective, goals, strategies, and measures) for our sustainability program, (3) Virtusa's sustainability service offerings, (4) Setting SBTi targets in alignment with EQT AB's commitment to ensuring 100% of the EQT AB portfolio companies will have their own SBTs validated by 2030, 10 years faster than required by SBTi, (5) Hosting sustainability network forums on best practices, regulatory changes and reporting, etc. Feedback mechanism: Quarterly briefings on Virtusa's climate strategy and performance are provided to the Sustainability Committee via consolidated reports and presentations. Our Chief Financial Officer and Global Head of Sustainability and Facilities (both Sustainability Committee members) are responsible for reporting progress against OGSM goals to the board, including climate change, environmental footprint, investment in biodiversity initiatives, and our commitment to setting SBTi-aligned targets. Updates are provided quarterly and more frequently when the need arises. The board reviews annual budgets and monitors performance objectives to ensure efficient resource use – reducing our environmental footprint and operational costs.

(5.2.9) Frequency of feedback collection

Select from:

☒ More frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Our climate transition plan primarily relies on the achievement of our SBTi-validated near-term and long-term emissions reductions targets. We prioritize strategies to reduce Scope 2 emissions from electricity usage in our offices and Scope 3 emissions from purchased goods and services, employee commutes, and business travel, as these are the most significant aspects of our environmental footprint. Our transition plan relies on key levers to reduce emissions for each scope. For Scope 1 emissions, these levers are vehicle electrification, usage of sustainable refrigerants, and taking advantage of emerging technologies, such as renewable thermal or green hydrogen. A potential challenge and dependency for reducing emissions is the current limited availability of emerging refrigerant technologies, and scalable green hydrogen solutions. For Scope 2, these levers are access to renewable energy, energy efficiency in our buildings, and sustainably managing our data centers. The dependencies for these levers are access to renewable energy, cost factors, and limitations in leased facilities requiring landlord collaboration. For scope 3, our levers are supplier engagement and low carbon business travel and commuting. The dependencies here are on supplier readiness, vendor adoption of EV targets, and infrastructure availability.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Our sustainability team is responsible for monitoring climate-related metrics and presenting to leadership to track progress against our sustainability OGSM. In accordance with our sustainability OGSM, in January 2023, we committed to the SBTi's Net-Zero Standard and submitted 1.5°C aligned targets later that year. In June 2024, we received approval from the SBTi for the following targets: • Near-term targets: Virtusa has committed to reduce absolute Scopes 1 and 2 GHG emissions by 75% by FY2030 from a FY2020 base year. Virtusa has also committed to reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, business travel, and employee commuting by 42% within the same timeframe. • Long-term targets: Virtusa has committed to reduce absolute Scopes 1, 2 and 3 GHG emissions by 90% by FY2040 from a FY2020 base year. In FY25, we have reduced Scopes 1 and 2 (market-based) greenhouse gas (GHG) emissions (absolute target) by 123.4% from our FY2020 base year emissions, ahead of our target to reduce emissions by 75% by 2030. We have also reduced Scope 3 greenhouse gas (GHG) emissions from purchased goods and services, capital goods, business travel, and employee commuting (absolute target) by 150.4% from our 2020 base year emissions, ahead of our target to reduce scope 3 emissions by 42% by 2030.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

Virtusa - Climate Transition Plan.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☒ Water

☒ Biodiversity

(5.2.14) Explain how the other environmental issues are considered in your climate transition plan

Our climate transition plan takes into consideration chronic physical risks related to water, and our mitigation strategy around water as it relates to business continuity and employee health. In FY22, we conducted a Water Stress Analysis and implemented water efficiency measures in our facilities accordingly. We update the Analysis information annually adding new locations for the Water Stress Analysis and re-evaluating some analysis inputs. One of our targets is to reduce per employee water usage by 40% by 2035 from our base year of 2017. Currently, 51% of our water used is recycled. We seek to be responsible for our water consumption since 74% of our operations are in locations of water stress. Our plan also includes an analysis of biodiversity-related dependencies, impacts, risks and opportunities. Although our business operations have little to no direct impact on our business operations, we recognize its essential role in maintaining the balance of natural ecosystems and are committed to acting responsibly. We conducted a city-level assessment using the Integrated Biodiversity Assessment Tool (IBAT) to determine the proximity of biodiverse and/or protected areas to our offices. The assessment found that we do not have any direct operations that intersect with biodiversity. While Colombo is a Ramsar wetland city, we don't have any offices near wetland parks. In addition, we looked at the reliance on nature and the impact of our activities on nature using ENCORE, a collaboration between Global Canopy, the UNEP Finance Initiative, and the UN Environment Program World Conservation Monitoring Centre (UNEP-WCMC).

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☒ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☒ Products and services

☒ Upstream/downstream value chain

☒ Investment in R&D

☒ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☒ Risks

☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

There is an increased client demand for resource-efficient products and services due to the transition to a low-carbon economy. To support our commitment to sustainability and support the shifting market preferences to a low-carbon economy, we launched a sustainability services arm in FY23. In FY24, we further enhanced our offerings focusing on four major areas: regulatory and compliance reporting, decarbonization, climate and nature risk, and sustainability interventions in products and services. We operate in an industry that sees constant change due to the emergence of new technologies. As such, our service offerings incorporate emerging technologies where they align with our business strategy. Most recently we introduced a line of sustainability service offerings and generative AI services. We are also expanding the use of Agentic AI and GenAI across testing engagements to accelerate automation and improve productivity, quality, and customer experience.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The risk of our suppliers not adhering to adequate standards across areas such as environmental certification and energy and water management has caused us to develop a supplier sustainability survey. To help us understand the current level of risk and performance in our supply chain, we engage annually with our suppliers through the survey, which evaluates our suppliers' social and environmental impacts. This survey helps inform our sourcing decisions and identify areas of improvement. It considers environmental certification, energy and water management, resource consumption, and emissions management and was shared with 66% of our facilities suppliers in India and Sri Lanka in FY24. Much of FY24 was spent in formulating a strategy to enhance our supplier engagement in part to track supplier contributions to the achievement of our SBTi targets. As part of this strategy, we evaluated 10 supplier engagement platforms. After selecting a leading sustainability rating platform, in FY25, we engaged our top 200 suppliers, which account 76% of our supplier spend. We found that 43% have a strong GHG management system with 11% having committed to SBTi. The platform enables our suppliers to directly report the emissions of the products and services provided to Virtusa – thus increasing the accuracy of reporting – and disclose their environmental targets. The platform also provides a carbon module, which enables us to monitor our suppliers' carbon emissions. We work with our suppliers to identify opportunities for improvement. For example, our efforts to increase the number of Virtusa's LEED-certified facilities globally have been successful. Our global LEED coverage increased from 62% to 79% in FY25, comprising 1,161,960 sq.ft. In FY25, we obtained LEED Platinum certification for our HYD Campus, Chennai Navalur Campus, and Thane G Corp facility.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As consumer preferences change towards low-carbon products and services, clients are looking to companies to provide them with solutions to reduce their emissions. This presents an opportunity for Virtusa to extend our engineering efficiencies to offer resource-efficient solutions for our clients. As a result, the most important strategic decision made to date in this area was to invest 7.9 million (as of FY24) of revenue in R&D through HIVE AI, which is mandated with enhancing engineering excellence, improving productivity, and obtaining resource efficiencies. In FY25, we invested 2.4 million in HIVE. It has influenced our strategy in the short- (0-3 years) and medium-term (3-10 years). As a result, HIVE is responsible for developing our automation tools such as Accello. In FY24, Virtusa successfully completed a technology migration for one of the world's leading suppliers of business information and research. This migration relied heavily on detailed understanding of the technical aspects and familiarity with all the tools and technologies involved, making this entire process highly reliant on technical specialization and subject matter expertise. By leveraging the capabilities of Virtusa's AI-driven FAST framework (Framework Assisted Solution Templates), the automation efforts resulted in a reduction in effort, from 18,000 person hours to 8,640 person hours, representing a 52% savings in effort. In FY25, Virtusa has identified a strategic opportunity to leverage its Agentic AI capabilities to help global enterprises accelerate their climate transition and sustainability goals. Agentic AI—autonomous, goal-driven AI agents—can be deployed to optimize energy usage, reduce emissions, and enhance ESG performance across complex enterprise ecosystems. This opportunity aligns with the growing demand for intelligent automation in climate risk management, carbon accounting, and sustainable operations. Virtusa's Hive - Global AI Lab, also known as the Generative AI & Data Lab is designed to accelerate data and AI modernization and migration strategies, helping organizations achieve optimized architectures driven by data and insights.

Operations

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Climate-related opportunities such as the decreasing cost of renewable energy and emissions reduction initiatives have presented the opportunity to Virtusa to pursue an energy efficiency strategy for our global facilities and decrease our global emissions. As a result, this has influenced our approach in the short- (0-3 years) and medium-term (3-10 years), focusing on resource efficiency and investment in renewable energy. 1) Resource efficiency: Space consolidation and our HVAC systems and lighting improvements have helped reduce energy use. For example, our build-out guide specifies LED as the standard lighting for our facilities. We have implemented multiple retrofit programs across facilities so that around 99% of lighting in facilities in India and Sri Lanka are LED. In FY23, we were able to close down one of two UPS blocks at our Hyderabad campus facility due to cloud migration. We estimate a saving of 9,516.42 kWh/month and 114,197.04 kWh annually. 2) To achieve our target of obtaining 100% of our energy from renewable sources by 2030, we have increased our renewable energy consumption from 5,306.35 MWh in FY24 to 14,882.351 MWh in FY25 through investments in solar, EACs/RECs, and green tariffs for our offices, resulting in an 86% reduction in our Scope 1 and Scope 2 market-based emissions. We are also looking at right-sizing our real estate portfolio.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Assets | <input checked="" type="checkbox"/> Access to capital |
| <input checked="" type="checkbox"/> Revenues | <input checked="" type="checkbox"/> Capital allocation |
| <input checked="" type="checkbox"/> Liabilities | <input checked="" type="checkbox"/> Capital expenditures |
| <input checked="" type="checkbox"/> Direct costs | <input checked="" type="checkbox"/> Acquisitions and divestments |
| <input checked="" type="checkbox"/> Indirect costs | |

(5.3.2.2) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- ☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

We have seen more clients and investors requesting our ESG performance and CDP submissions. Clients who request data from us on sustainability performance account for approximately 63% of our revenue in FY25. As a result, failure to show leadership in climate change management can impact our revenue through our ability to attract and retain business and gain access to capital. In January 2023, we committed to the Science Based Targets Initiative's (SBTi) Net Zero Standard and submitted 2 targets later that year: a Near-Term Target and a Net Zero Target, which were approved in June 2024. Our cloud service offerings accounted for 5% of our total revenue in FY25. During FY25, we continued to migrate 100% of applications (production) to the cloud. Cloud usage reports estimate that this has helped to reduce emissions from 591.17 to 107.85 mtCO2. Virtusa's financial planning for direct and indirect costs has been influenced by rising fuel costs and emerging

regulations. Regarding rising fuel costs, in FY24 the average price of a unit of electricity in India was INR 11.79, but by FY25, this had increased by 6% to INR 12.49. In addition, in Sri Lanka, where we have the second largest footprint, price per unit of energy increased from LKR 47.00 in FY23 to LKR 58.28 in FY24. Emerging regulations such as the Nationally Determined Contributions in India could also lead to fines or penalties for emissions if they implement emissions reductions and reporting obligations for industries and sectors, leading to increased indirect (operational) costs. For example, the Indian NDCs aim to reduce the emissions intensity of its GDP by 33-35% by 2030 from 2005. If carbon taxes are implemented based on the prices in the Report of the High-Level Commission on Carbon Prices of “50–100/tCO2 by 2030”, we can face fines of approximately between 88,556 - 777,112 based on our Scope 1 and 2 (location-based) emissions of 7,771.12 mtCO2 for India. As part of the due diligence for any mergers and acquisitions, Virtusa includes sustainability/ESG criteria. We assess these criteria to identify Virtusa’s impacts on the environment, risks to the company, and opportunities for increased efficiency. In FY22, we conducted a Water Stress Analysis and implemented water efficiency measures in our Sri Lanka and India facilities. We updated the Analysis information in FY25, where we added new locations for the Water Stress Analysis and re-evaluated some analysis inputs.

[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization’s climate transition	Methodology or framework used to assess alignment with your organization’s climate transition
	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Other methodology or framework

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☒ Other, please specify :Internal framework for alignment to climate transition

(5.4.1.5) Financial metric

Select from:

☒ OPEX

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

1270000

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

4

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

4

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

4

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

We conducted an analysis to estimate the financial investment required to align Virtusa with our validated near-term and net-zero targets under the Science Based Targets initiative (SBTi). This estimation was based on the reduction of baseline emissions from our FY2020 inventory, in line with our 2030 and 2040 climate goals. The projected spending focuses on key decarbonization and sustainability initiatives across our operations and value chain, including: 1. Renewable Energy Transition: Procurement of renewable energy through power purchase agreements (PPAs), green tariffs, and on-site solar installations to decarbonize Scope 2 emissions. 2. Fleet Electrification and EV Infrastructure: Transitioning our company fleet to electric vehicles and deploying EV charging stations at strategic facilities. 3. Energy Efficiency Enhancements: Implementation of energy-efficient building retrofits, hardware upgrades to reduce operational energy intensity. 4. Sustainable Procurement and Supplier Engagement: Partnering with suppliers to improve sustainability performance, including annual sustainability surveys and ESG assessments aligned with our SBTi targets 5. Biodiversity and Ecosystem Restoration: Investing in nature-positive projects such as wetland restoration, afforestation, and water body rehabilitation to enhance ecosystem resilience and contribute to climate adaptation. This strategic investment framework ensures that our operational spending is aligned with our climate transition plan and broader sustainability commitments.

[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Carbon

[Fixed row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

- ☒ Shadow price

(5.10.1.2) Objectives for implementing internal price

Select all that apply

- ☒ Influence strategy and/or financial planning
- ☒ Set a carbon offset budget

(5.10.1.3) Factors considered when determining the price

Select all that apply

- ☒ Alignment to scientific guidance
- ☒ Cost of required measures to achieve climate-related targets
- ☒ Price/cost of renewable energy procurement

(5.10.1.4) Calculation methodology and assumptions made in determining the price

The internal carbon price is derived from the Marginal Abatement Cost (MAC) of purchasing renewable energy certificates (RECs) across Virtusa's global operations. Each REC represents 1 MWh of renewable electricity. Emissions abated per REC are calculated using region-specific grid emission factors (tCO₂e/MWh), sourced from the IEA and national inventories.

(5.10.1.5) Scopes covered

Select all that apply

- ☒ Scope 2

(5.10.1.6) Pricing approach used – spatial variance

Select from:

☒ Differentiated

(5.10.1.7) Indicate how and why the price is differentiated

Prices were differentiated due to regional differences in RECs.

(5.10.1.8) Pricing approach used – temporal variance

Select from:

☒ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

Annual pricing changes due to different regional needs.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

1.5

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

75

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

☒ Impact management

☒ Operations

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

☒ Yes, for all decision-making processes

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

99

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☒ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

Virtusa uses this shadow carbon price to assess the cost-effectiveness of REC purchases across geographies. It informs procurement decisions, prioritizes low-cost abatement opportunities, and supports progress toward our Scope 2 SBTi target of a 75% reduction by 2030.

[Add row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☒ Other, please specify :We are a private company with one principal investor who we engage on climate issues.

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

Virtusa is a private company which has only one principal investor, managed by EQT Private Capital Asia (formerly BPEA EQT, now known as EQT AB). While we closely engage with EQT AB on climate issues, risks, and opportunities, it is difficult to report on these engagements (e.g., percentages). If we are to provide a percentage of engaged investors and shareholders, it would amount to 100% engagement as we actively engage with EQT AB on our sustainability program through the following: 1. Two members from EQT AB are part of Virtusa's Sustainability Committee and attend the quarterly Sustainability Committee meetings. 2. We communicate our ESG performance through the annual Sustainability Data Collection survey. 3. We collaborate on renewable energy purchases. In FY24, we collaborated on the purchase of EACs/RECs. 4. EQT AB provides guidance on developing Virtusa's OGSM (objective, goals, strategies, and measures) for our sustainability program and we collaborate on the Virtusa's sustainability service offerings. 5. Setting of SBTi targets in alignment with EQT AB's commitment to ensuring 100% of the EQT AB portfolio companies will have their own SBTs validated by 2030, 10 years faster than required by SBTi. 6. Hosting sustainability network forums on best practices, regulatory changes and reporting, etc.

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 100%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Our threshold of suppliers having a substantive impact is their contribution to supplier-related Scope 3 emissions. This group of Tier 1 suppliers accounts for 69% of our total Scope 3 emissions. We also assess the top 200 suppliers by procurement spend. As part of the SBTi target setting process, all upstream purchases were evaluated based on spend, and emissions mapped using CEDA emission factors.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ 51-75%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

200

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

☒ Procurement spend

(5.11.2.4) Please explain

As part of the SBTi target setting process, all upstream purchases were evaluated based on spend,. We used this process to identify the high-consuming commodities/services and to identify suppliers to target in our supplier engagement in order to successfully reach our near-term Scope 3 SBTi target of reducing 42% by FY2030 from a base year of FY2020.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

The Virtusa Supplier Code of Conduct includes the following clause: "Failure to comply with these standards of conduct or with applicable laws would result in termination as a supplier to Virtusa and/or to disclose the matter to appropriate authorities, regulators and/or law enforcement bodies. If permitted by applicable law, Virtusa will inform the supplier of the matter and give the supplier a reasonable opportunity to respond, before Virtusa discloses the matter to the relevant authority, regulator, or law enforcement body." Likewise, in our Procurement Policy, one of the expectations we have set with our suppliers is alignment with our SBTi targets by committing to set SBTi near-term and net-zero targets. We have also set the expectation for these targets to be validated by SBTi, and for their emissions to be validated by a third party.

[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☒ Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Certification

☒ Supplier scorecard or rating

☒ Supplier self-assessment

☒ Other, please specify :Procurement due diligence State (government) permission

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☒ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 1-25%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- ☒ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance
- ☒ Providing information on appropriate actions that can be taken to address non-compliance
- ☒ Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

(5.11.6.12) Comment

Non-compliant suppliers are identified through the sustainability assessment. Those that have a lower maturity level are considered. For example, we have a defined classification or rating scale for Carbon: Classification: i. leader - SBTi validated ii. Advanced - SBTi committed iii. Intermediate - Scope 1, 2, 3 targets - but not SBTi iv. Beginner - Scope 1, 2 targets v. Insufficient - no targets

[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Adaptation to climate change

(5.11.7.3) Type and details of engagement

Capacity building

- ☒ Provide training, support and best practices on how to measure GHG emissions

Information collection

- ☒ Collect environmental risk and opportunity information at least annually from suppliers

Innovation and collaboration

- ☒ Facilitate adoption of a unified climate transition approach with suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 76-99%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- ☒ 51-75%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Virtusa's annual supplier sustainability survey helps us to understand the current level of risk and performance in our supply chain (including climate-related risk and performance), to inform our sourcing decisions and identify areas of improvement. The survey evaluates environmental certification, energy and water management, resource consumption, and emissions management. We consider this engagement activity to be successful if all 70% of engaged suppliers complete the survey. Once we roll out this survey globally, we will consider a measure of success that all (100%) suppliers receive the survey. Another measure of success is seeing an improvement in participation rates year-over-year. In FY24, the sustainability survey was shared with 195 of our facilities suppliers across India and Sri Lanka. Overall, 177 survey responses were received, equaling an engagement rate of 91%. Much of FY24 was spent in formulating a strategy to enhance our supplier engagement in part to track supplier contributions to the achievement of our SBTi targets. As part of this strategy, we evaluated 10 supplier engagement platforms. After selecting a leading sustainability rating platform, we are in the process of engaging our top 200 suppliers by spend. The platform enables our suppliers to directly report the emissions of the products and services provided to Virtusa, thus increasing the accuracy of reporting, and disclose their environmental targets. In FY25, we had some interactions we had with our landlords to improve environmental performance include: United Kingdom: Following the completion of our ESOS audit, we engaged with the landlord to share the audit findings and advocate for the implementation of a temperature control policy. Specifically, we recommended maintaining indoor temperatures at 19°C during winter and 21°C during summer, in alignment with WHO guidelines for healthy indoor environments. This initiative aims to promote consistent energy management practices across the building portfolio and reduce unnecessary heating and cooling loads. Bangalore, India: We initiated discussions with our landlord regarding the potential procurement of International Renewable Energy Certificates (I-RECs) for the site. This collaboration is part of our broader strategy to enhance the site's renewable energy sourcing and reduce Scope 2 emissions.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Complying with regulatory requirements

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 26-50%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage with clients and investors to gather ESG requests, which includes requests for information (RFP)'s and questionnaires of independent raters such as CDP and EcoVadis on Virtusa's sustainability program and environmental management. In FY25, we engaged with 32% of our client base (80 clients) via these channels, accounting for 63% of our revenue, and therefore covering a majority of our clients/investors by revenue. We have a dedicated team who provides information to our clients and investors on Virtusa's sustainability program – including climate change performance and strategy – and environmental management. Between FY20 and FY25, we saw requests for CDP submissions increase by 300%. In addition, we had 5,391 total visits and 4,618 unique visitors to the corporate sustainability pages during the last financial year. It is therefore important that we engage with our clients and investors on these topics as their interest in our sustainability performance continues to grow and we strive to develop our strategy in line with expectations.

(5.11.9.6) Effect of engagement and measures of success

In FY24, we defined the measure of success as a 20% yoy increase in number of ESG requests through RFPs, CDP and EcoVadis. In FY25, we have redefined our measure of success. Over the past four years, requests have grown from 47 to 121, with an average annual growth rate of 38%. As the engagement base matures, we consider a year-on-year growth threshold of 10–15% to be a meaningful indicator of continued success. In FY25, we saw a 7% increase from FY24 (138% since FY22). In FY25, we were able to consistently achieve high scores due to our strong CDP and EcoVadis ratings. Our measurement of success is validated by the quantitative scores or qualitative insights from clients on our sustainability performance. We were also included in CDP's 2024 SEA A-list. We also engaged with these clients through independent raters such as EcoVadis to communicate our environmental performance. This engagement with our clients and investees has positively impacted our relationships with these groups as we share our ESG strategy and performance with them and receive feedback which helps guide our future actions. As a result of this engagement's success, in FY24 we continued the process of formulating an ESG survey, which was targeted at 30 clients to identify and engage with them to understand the ESG aspects that are most important to them. We will revisit this effort in FY26. This will support Virtusa in our efforts to continuously review and improve our ESG strategy.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :Industry peers such as sector academics researchers and educational institutions and NGOs

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Virtusa engages with other value chain partners as part of our strategic corporate social responsibility (CSR) initiatives where we utilize our digital engineering expertise to contribute to the betterment of our communities. Two specific strategic activities for such engagements are CampusReach and TechReach. In addition to our CSR activities, Virtusa actively collaborates with NGOs and participates in various forums to address climate change. One significant initiative we engage with is the Climate Emergency Task Force (CETF), facilitated by the UN Global Compact Sri Lanka Network. The CETF aims to establish climate best practices aligned with the environmental principles of the UN Global Compact, fostering a sustainable future. Additionally, Virtusa's involvement in the UN Global Compact Sri Lanka Network led us to participate in the UNGC Water Stewardship Working Group and in FY24, Virtusa joined the CEO Water Mandate. This engagement aims to address water-related challenges and achieve sustainable water management. As members of the working group, we focus on operationalizing six commitment areas, including conducting a water footprint assessment and reporting outcomes in the UN Global Compact Communication on Progress (COP) in 2024 to demonstrate transparency and accountability in water-related initiatives. Lastly, our purchased goods and services emissions also include calculated emissions from campus hiring, CSR activities, membership, to name a few, for stakeholder engagement. In FY25, Sustainability was highlighted as a strategic element in our client pitches, spark summit etc. Virtusa's "The Spark Summit" is a global event where the company showcases its "Engineering First" mindset, unveils new initiatives, and celebrates partner collaborations. The event highlights Virtusa's commitment to providing clients with top-tier solutions, services, and tools, while also demonstrating their leadership in areas like generative AI. Keynote sessions with strategic partners like Pegasystems, AWS, and Microsoft are a major part of the summit, focusing on joint client successes and future strategies. The summit also includes an awards night recognizing outstanding achievements in tech excellence, delivery, and client stories

(5.11.9.6) Effect of engagement and measures of success

The CampusReach program fosters the creation and growth of a pipeline of skilled IT workers and enables Virtusa to create awareness on climate change and environmental management in academic institutions. This strategic engagement drives innovation within the sector and supports innovative ideas for how the IT sector can help mitigate against the impact of climate change. TechReach started with the development of the Sahana disaster management system in response to the 2004 Tsunami, which has been used for disaster management around the world since. Virtusa continued working with the UNGC Water & Ocean Stewardship Working Group, where Virtusa sits on the Advisory Board. We also partnered with the International Water Management Institute (IWMI) to support in the capacity of providing technical expertise for the working group. In FY24, Virtusa joined the CEO Water Mandate which is designed to assist companies in the development, implementation, and disclosure of comprehensive water strategies and policies. It also provides a platform for companies to partner with like-minded businesses, UN agencies, public authorities, civil society organizations, and other key stakeholders. The Mandate commits business to continual progress along six areas of water stewardship: 1.Direct Operations 2.Supply Chain & Watershed Management 3.Collective Action 4.Public Policy 5.Community Engagement 6.Transparency
[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Virtusa used operational control as the consolidation approach for this report to reflect emissions from our operations, wherein we have authority to implement operating policies and emissions reduction initiatives.

Plastics

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Virtusa used operational control as the consolidation approach for this report to reflect plastics use in our organization, wherein we have authority to implement operating policies and plastics reduction initiatives.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Virtusa used operational control as the consolidation approach for this report to reflect biodiversity impact and engagement in our organization, wherein we have authority to implement operating policies and initiatives related to biodiversity. We have not identified significant impacts from our direct operations related to biodiversity, however, we have supported various initiatives that promote biodiversity in Sri Lanka and India.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?	Name of organization(s) acquired, divested from, or merged with	Details of structural change(s), including completion dates
	Select all that apply <input checked="" type="checkbox"/> Yes, an acquisition	ITMAGINATION and BRIGHT were acquired during the reporting year.	Acquisition date is 4/4/2024 for ITMAGINATION and acquisition date is 2/8/2024 for BRIGHT.

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
	Select all that apply <input checked="" type="checkbox"/> Yes, a change in boundary	This year's inventory has been enhanced to include the following: District Heating & Cooling (Scope 2) and WTT - District Heating & Cooling (Scope 3)

[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☒ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

☒ Scope 1

☒ Scope 2, location-based

☒ Scope 2, market-based

☒ Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

The recalculation of baseline emissions was due to the setting of SBTi targets and not due to any merger/acquisition during the reporting period. Our policy on mergers and acquisitions is that new mergers and acquisitions will be incorporated into the emissions inventory within one year of the transaction and if the change exceeds the 5% threshold, targets will be re-baselined per Chapter 5 of the GHG Protocol Corporate Standard and "Target Recalculation Protocol" in the SBTi Criteria and section 6 in the Corporate Manual.

(7.1.3.4) Past years' recalculation

Select from:

☒ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

- ☒ IEA CO2 Emissions from Fuel Combustion
- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ The Greenhouse Gas Protocol: Scope 2 Guidance
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard
- ☒ Other, please specify :Kindly see our assurance report titled "FY2025 Scopes 123 CDP Report -Assurance statement.pdf", which is uploaded to questions 7.9.1-7.9.3, for the other standards and frameworks used.

(7.3) Describe your organization’s approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: <input checked="" type="checkbox"/> We are reporting a Scope 2, location-based figure	Select from: <input checked="" type="checkbox"/> We are reporting a Scope 2, market-based figure	We are reporting both market-based and location-based Scope 2 figures.

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

- ☒ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

1065.35

(7.5.3) Methodological details

Sources of Scope 1 emissions included mobile combustion of diesel and gasoline in fleet vehicles, stationary diesel used for backup generators, natural gas used for building heating, wastewater treatment, and refrigerants used for building cooling.

Scope 2 (location-based)

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

16771.84

(7.5.3) Methodological details

Scope 2 location-based emissions were calculated from electric power used to power buildings. Regional emission factors taken from: International Energy Agency (IEA) CO2 Emissions from Fuel Combustion 2019-Year 2017.

Scope 2 (market-based)

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

16093.4

(7.5.3) Methodological details

Regional market-based emission factors were taken from International Energy Agency (IEA) CO2 Emissions from Fuel Combustion 2019-Year 2017.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

26722

(7.5.3) Methodological details

Cradle-to-gate emissions were calculated from professional services, facilities management, sales and marketing, etc. Emissions have been calculated using the spend-based method with factors from CEDA – Comprehensive Environmental Data Archive.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

1293

(7.5.3) Methodological details

Cradle-to-gate emissions were calculated from computers and other IT equipment, furniture, etc. Emissions have been calculated using the spend-based method with factors from CEDA – Comprehensive Environmental Data Archive.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

5649

(7.5.3) Methodological details

Well-to-tank emissions were from fuel and electric power consumption and company owned vehicles, upstream transmission & distribution losses for electric power consumption. Emissions have been calculated using factors from International Energy Agency (IEA) T&D Loss 2019 - Year 2017 and Department for Environment Food and Rural Affairs (DEFRA) -WTT 2019 DEFRA – WTT.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

No upstream transportation & distribution occurred that is not already accounted for within the cost of goods in Category 1 in the base year.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

696

(7.5.3) Methodological details

Emissions from electronic waste, food waste, plastic waste, and paper waste recycled were calculated using empirical data while waste to landfill was estimated based on average data.

Scope 3 category 6: Business travel

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

20225

(7.5.3) Methodological details

Emissions from air, rail, and road travel, calculated using activity-data. This category includes emissions from lodging and accommodation, which were calculated using spend-based data.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

03/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

43263

(7.5.3) Methodological details

Emissions from employee commute was estimated using average data using the Quantis Scope 3 calculator.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Virtusa did not lease any facilities that were not already accounted for within the scope 1 and 2 inventory.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services company, Virtusa does not sell physical products that require transportation.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services company, Virtusa does not sell physical products.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services company, Virtusa does not sell physical products.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services company, Virtusa does not sell physical products.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Virtusa did not act as a lessor during the base year.

Scope 3 category 14: Franchises

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Virtusa does not have any franchises.

Scope 3 category 15: Investments

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Virtusa does not have any subsidiaries, joint ventures, or equity investments that are not accounted for already.

Scope 3: Other (upstream)

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. All relevant Scope 3 emissions have been accounted for under other categories in the base year.

Scope 3: Other (downstream)

(7.5.1) Base year end

03/29/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

*Not applicable. All relevant Scope 3 emissions have been accounted for under other categories.
[Fixed row]*

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

1187.95

(7.6.3) Methodological details

Our Scope 1 emissions include emissions from company owned vehicles, diesel generators for backup power, natural gas for heating, refrigerant refills for cooling, and onsite wastewater treatment.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

1065.56

(7.6.2) End date

03/31/2024

(7.6.3) Methodological details

Our Scope 1 emissions include emissions from company owned vehicles, diesel generators for backup power, natural gas for heating, refrigerant refills for cooling, and onsite wastewater treatment.

[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

7991.79

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

90.66

(7.7.4) Methodological details

Our Scope 2 emissions are primarily from electric power used to power buildings and from District Heating system for some sites. Regional emission factors for electric power are taken from: International Energy Agency (IEA) CO2 Emissions from Fuel Combustion 2024-Year 2022.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

10186.42

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

7852.59

(7.7.3) End date

03/31/2024

(7.7.4) Methodological details

Our Scope 2 emissions are primarily from electric power used to power buildings. Regional emission factors taken from: International Energy Agency (IEA) CO2 Emissions from Fuel Combustion 2023-Year 2021.

[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

24690.287

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

2

(7.8.5) Please explain

Emissions from purchased goods and services were estimated based on the spend during the reporting period of FY25. and using the emission data provided by suppliers via EcoVadis platform. The emission factors for spend based method were sourced from the Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities dataset published by the US EPA.

Capital goods

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

787.84

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

The emissions from capital goods have been estimated based on the spend during the current reporting period of FY25. The emission factors have been sourced from the Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities dataset published by the US EPA.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1805.01

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Fuel-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

This category accounts for the emissions from Upstream transmission and distribution (T&D) loss for energy as well as the well-to-tank emissions from company-owned fleet, electricity, diesel, and natural gas usage, district heating. The emissions have been estimated based on the following emission factors: (1) T&D loss: International Energy Agency (IEA) - T&D Loss 2024- Year 2022 (2) WTT: Department for Environment Food and Rural Affairs (DEFRA) - WTT 2024

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1.79

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

We have accounted for the emissions resulting from the delivery of computers to our employees' homes due to the work from home policy. Emissions have been estimated based on these emission factors: (1) Road travel (distance-based method): Greenhouse gas reporting: conversion factors 2024 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK and (2) Courier services (spend-based method): Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.3, United States Environmental Protection Agency.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

62.49

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

This includes emissions from food, paper, plastic, e-waste, garden waste, wood, metal, and any other hazardous waste. Emissions have been estimated based on conversion factors 2024 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK.

Business travel

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

6654.9

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Information on travel routes was collected from our travel agents from which we calculate the air, rail, and bus travel distance. This category also includes emissions from hotel accommodation and travel expenses. Emissions have been estimated based on these emission factors: (1) Air, rail, and bus: conversion factors 2024 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. (2) Hotel accommodation and travel expenses: Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.3, United States Environmental Protection Agency.

Employee commuting

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1585.64

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

This category captures the emissions from employee commuting in FY25 as a result of some employees being required to be in the office for specific client requirements or requests as well as the return to office policies. Employee commute to and from office has been estimated based on geo-wise employee commute habits according to the GHG Protocol.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

This category is not applicable as we are reporting GHG emissions from leased facilities under Scope 1 and Scope 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

As a digital engineering and consulting company, we provide services and software solutions. Therefore, we consider this category immaterial as transportation of goods is not relevant to us. Emissions from business travel and employee commute are reported under the relevant categories.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Due to the nature of our business as a digital engineering and consulting company, we do not have any sold products and therefore this category is not relevant.

Use of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Due to the nature of our business as a digital engineering and consulting company, we do not have any sold products and therefore this category is not relevant.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Due to the nature of our business as a digital engineering and consulting company, we do not have any sold products and therefore this category is not relevant.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

86.87

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Site-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

This category includes Scope 1 and 2 emissions from our Dosti Pinnacle office in India which was leased out in FY25. Emissions have been estimated based on utility bills (electricity and diesel energy) for the office. (1) Diesel: Conversion factors 2024 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. (2) Electricity: International Energy Agency (IEA), CO2 Emissions from Fuel Combustion 2024-Year 2022

Franchises

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

We do not operate under any franchises. Hence, this category is not applicable to Virtusa.

Investments

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

We have not invested in other companies. Hence, this category is not applicable to Virtusa.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

8313.08

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Other, please specify :We have used the methodology provided in the EcoAct Homeworking Emissions 2020 white paper to estimate emissions from remote work.

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

In March 2020, we moved 98% of our delivery teams to work from home (WFH). This category captures the emissions from remote working during the reporting period. As GHG Protocol does not yet provide a mechanism to account for emissions from work from home, we have used the methodology provided in the EcoAct Homeworking Emissions 2020 white paper to estimate emissions from remote work.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

*Not applicable due to the nature of our business.
[Fixed row]*

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

03/31/2024

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

27555.31

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

929.25

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

4742.31

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

147.18

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

17.18

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

7702.48

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

1655.3

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

220.84

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

9111.91

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Emission Factor Sources: • Purchased Goods and Services Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency. • Capital Goods Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency. • Fuel and energy related activities - Transmission & Distribution Losses International Energy Agency (IEA) - T&D Loss 2023 - Year 2021. - Well-to-Tank - Diesel Greenhouse gas reporting: conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. - Well-to-Tank - Natural gas Greenhouse gas reporting: conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. - Well-to-Tank - Electric Power Greenhouse gas reporting: conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. x • Upstream Transportation and Distribution Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency. Greenhouse gas reporting: conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. • Waste Generated in Operations Greenhouse gas reporting: conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. • Business Travel - Air Travel Greenhouse gas reporting: conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. - Rail Travel Greenhouse gas reporting: conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. - Accommodation Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency. - Travel expenses Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency. xi • Employee Commuting GHG Protocol's Quantis Scope 3 evaluator tool. • Downstream Leased Assets - Diesel: conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. - Electricity: CO2 Emissions from Fuel Combustion 2023-Year 2021, International Energy Agency (IEA). • Work from Home Homeworking Emissions Whitepaper by EcoAct in partnership with Lloyds Banking Group and NatWest Group. In Upstream Transportation and Distribution, we have accounted for the emissions resulting from the delivery of computers to our employees' homes due to the work from home policy that was imposed since the COVID-19 lockdowns. Other (Upstream) captures the emissions from remote working during the reporting period.

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☒ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.1.4) Attach the statement

FY2025 Scopes 123 CDP Report -Assurance statement_Updated.pdf

(7.9.1.5) Page/section reference

p.1-2, i - xii

(7.9.1.6) Relevant standard

Select from:

☒ ISAE 3410

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

FY2025 Scopes 123 CDP Report -Assurance statement_Updated.pdf

(7.9.2.6) Page/ section reference

p.1-2, i – xii

(7.9.2.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Capital goods

☒ Scope 3: Business travel

☒ Scope 3: Employee commuting

☒ Scope 3: Downstream leased assets

☒ Scope 3: Purchased goods and services

☒ Scope 3: Waste generated in operations

☒ Scope 3: Upstream transportation and distribution

☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.3.5) Attach the statement

FY2025 Scopes 123 CDP Report -Assurance statement_Updated.pdf

(7.9.3.6) Page/section reference

p 1-2, xii -xviii

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☒ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

9947.96

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

1.12

(7.10.1.4) Please explain calculation

Currently, our campuses in Navalur and Hyderabad have on-site solar. From FY24, our Navalur campus also obtains 1MW of additional renewable energy annually through PPA. In Europe, facilities in Sweden and Munich, Germany obtain electricity from 100% renewable sources through green tariff. In addition, during the reporting year we purchased Renewable Energy Certifications (RECs) for the rest of our offices across the globe. Calculation method = (Change in Scopes 1 + 2 due to reason (9947.96)/Previous year's emissions (8918.15 MTCO2)) x 100 = 112%

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

274

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

3.07

(7.10.1.4) Please explain calculation

Emissions reductions activities such as HVAC system updates and data center PAC optimizations helped us to avoid 274 MTCO₂. Calculation method = (Change in Scopes 1 + 2 due to reason (274 MTCO₂) / Previous year's emissions (8918.15 MTCO₂)) x 100 = 3.07

Divestment

(7.10.1.1) Change in emissions (metric tons CO₂e)

833.47

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

9.35

(7.10.1.4) Please explain calculation

In FY25, we downsized our Chennai DLF and Gurgaon Infocity offices through which we estimate an annual energy saving of 1,133,799kWh. Calculation method = (Change in Scopes 1 + 2 due to reason (833.47)/Previous year's emissions (8918.15 MTCO₂)) x 100 = 9.35

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0.43

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.3) Emissions value (percentage)

38.14

(7.10.1.4) Please explain calculation

Due to acquisitions during the reporting year, we had two offices added to our portfolio: BU Sofia and PL Warsaw ITM. As a result, we estimate that there was a minute 0.43% impact to our Scope 1+2 emissions. Calculation method = (Change in Scopes 1 + 2 due to reason (38.14)/Previous year's emissions (8918.15 MTCO2) x 100 = 9.35

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

There were no mergers during the reporting period.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

There were no changes in physical operating conditions that had an impact on emissions.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not applicable.

[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☒ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☒ Yes

(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

(7.12.1.1) CO2 emissions from biogenic carbon (metric tons CO2)

0

(7.12.1.2) Comment

Our campus in Navalur, Chennai started producing biogas from food waste for internal consumption in June 2023 which accounted for only 1,176.957 m3 (7,978.660 kWh) of biogas usage during the reporting year FY25. We estimate the emissions from this to be only 0.002 MtCO2e (emissions factor- 0.00023 Biogas kg/kWh; Source - DEFRA 2024 - Bioenergy Biogas (Scope 1)). The CO2 portion of biogas emissions are reported as part of the 'Outside of Scopes' as labelled by the GHG Protocol Corporate Accounting and Reporting Standard because the Scope 1 impact of these fuels has been determined to be a net '0' (since the fuel source itself absorbs an equivalent amount of CO2 during the growth phase as the amount of CO2 released through combustion).
[Fixed row]

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☒ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☒ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

1186.11

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☒ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0.11

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☒ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

1.72

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Sixth Assessment Report (AR6 - 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

11.19

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.29

Bulgaria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

52.08

(7.16.3) Scope 2, market-based (metric tons CO2e)

30.91

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.13

(7.16.2) Scope 2, location-based (metric tons CO2e)

6.68

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.86

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.29

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.25

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

1118.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

6652.42

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.99

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.74

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

20.09

(7.16.3) Scope 2, market-based (metric tons CO2e)

16.83

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.45

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.59

(7.16.3) Scope 2, market-based (metric tons CO2e)

7.68

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

29.89

(7.16.3) Scope 2, market-based (metric tons CO2e)

28.79

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.33

(7.16.2) Scope 2, location-based (metric tons CO2e)

1

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.09

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

21.62

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.2

Sri Lanka

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.91

(7.16.2) Scope 2, location-based (metric tons CO2e)

819.83

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.74

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.57

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.58

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.02

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.71

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.75

(7.16.2) Scope 2, location-based (metric tons CO2e)

11.24

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

42.26

(7.16.2) Scope 2, location-based (metric tons CO2e)

347.12

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.62
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By facility

☒ By activity

(7.17.2) Break down your total gross global Scope 1 emissions by business facility.

Row 1

(7.17.2.1) Facility

AU Melbourne

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-37.82

(7.17.2.4) Longitude

144.96

Row 2

(7.17.2.1) Facility

AU Sydney

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-33.87

(7.17.2.4) Longitude

151.21

Row 3

(7.17.2.1) Facility

IN BLR Brookfield

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

133.91

(7.17.2.3) Latitude

12.94

(7.17.2.4) Longitude

77.69

Row 4

(7.17.2.1) Facility

IN CHE DLF

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

124.05

(7.17.2.3) Latitude

13.08

(7.17.2.4) Longitude

80.27

Row 5

(7.17.2.1) Facility

IN CHE Navalur

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

292.68

(7.17.2.3) Latitude

12.84

(7.17.2.4) Longitude

80.23

Row 6

(7.17.2.1) Facility

IN GGN Infocity

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

7.48

(7.17.2.3) Latitude

28.51

(7.17.2.4) Longitude

77.09

Row 7

(7.17.2.1) Facility

IN HYD Campus

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

353.09

(7.17.2.3) Latitude

17.43

(7.17.2.4) Longitude

78.34

Row 8

(7.17.2.1) Facility

IN HYD The Capital

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

59.32

(7.17.2.3) Latitude

17.42

(7.17.2.4) Longitude

78.34

Row 9

(7.17.2.1) Facility

IN MUM Seepz

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

35.03

(7.17.2.3) Latitude

19.27

(7.17.2.4) Longitude

72.97

Row 10

(7.17.2.1) Facility

IN PUN EON

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

23.07

(7.17.2.3) Latitude

18.55

(7.17.2.4) Longitude

73.95

Row 11

(7.17.2.1) Facility

IN PUN Hinjewadi

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

1.6

(7.17.2.3) Latitude

18.6

(7.17.2.4) Longitude

73.72

Row 12

(7.17.2.1) Facility

IN THN G Corp

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

88.47

(7.17.2.3) Latitude

19.22

(7.17.2.4) Longitude

72.98

Row 13

(7.17.2.1) Facility

BU Sofia

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

42.66

(7.17.2.4) Longitude

23.32

Row 14

(7.17.2.1) Facility

CA Halifax

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

5.13

(7.17.2.3) Latitude

44.65

(7.17.2.4) Longitude

-63.57

Row 15

(7.17.2.1) Facility

CA Ont Toronto

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

43.65

(7.17.2.4) Longitude

-79.38

Row 16

(7.17.2.1) Facility

AE Dubai

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

2.58

(7.17.2.3) Latitude

25.27

(7.17.2.4) Longitude

55.31

Row 17

(7.17.2.1) Facility

DE Frankfurt

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.14

(7.17.2.3) Latitude

50.13

(7.17.2.4) Longitude

8.57

Row 18

(7.17.2.1) Facility

DE Munich

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

5.72

(7.17.2.3) Latitude

48.14

(7.17.2.4) Longitude

11.58

Row 19

(7.17.2.1) Facility

MY KUL

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

3.14

(7.17.2.4) Longitude

101.62

Row 20

(7.17.2.1) Facility

MX Gdl IOS

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

20.7

(7.17.2.4) Longitude

-103.37

Row 21

(7.17.2.1) Facility

MX Gdl WTC

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

20.66

(7.17.2.4) Longitude

-103.39

Row 22

(7.17.2.1) Facility

NL Utrecht

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.45

(7.17.2.3) Latitude

5.12

(7.17.2.4) Longitude

52.09

Row 23

(7.17.2.1) Facility

NL Amsterdam

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

52.34

(7.17.2.4) Longitude

4.89

Row 24

(7.17.2.1) Facility

PL Wroclaw

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.11

(7.17.2.4) Longitude

17.05

Row 25

(7.17.2.1) Facility

PL Warsaw ITM

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

52.23

(7.17.2.4) Longitude

20.99

Row 26

(7.17.2.1) Facility

QA Doha

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.33

(7.17.2.3) Latitude

51.53

(7.17.2.4) Longitude

25.29

Row 27

(7.17.2.1) Facility

SG Singapore Ascendas

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

1.34

(7.17.2.4) Longitude

103.97

Row 28

(7.17.2.1) Facility

LK Colombo

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

2.91

(7.17.2.3) Latitude

6.94

(7.17.2.4) Longitude

79.88

Row 29

(7.17.2.1) Facility

SE Gothenburg

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

57.7

(7.17.2.4) Longitude

11.97

Row 30

(7.17.2.1) Facility

SE Stockholm

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

59.33

(7.17.2.4) Longitude

18.06

Row 31

(7.17.2.1) Facility

UK LON Finsbury

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

9.75

(7.17.2.3) Latitude

51.52

(7.17.2.4) Longitude

-0.09

Row 32

(7.17.2.1) Facility

US IND Indiana

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.22

(7.17.2.3) Latitude

39.77

(7.17.2.4) Longitude

-86.16

Row 33

(7.17.2.1) Facility

US CA Milpitas

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

42.04

(7.17.2.3) Latitude

37.43

(7.17.2.4) Longitude

-121.89

Row 34

(7.17.2.1) Facility

US NYC 225 Liberty

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

40.76

(7.17.2.4) Longitude

-73.99

Row 35

(7.17.2.1) Facility

US NJ Piscataway

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

40.5

(7.17.2.4) Longitude

-74.4

Row 36

(7.17.2.1) Facility

US MA Southborough

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

42.29

(7.17.2.4) Longitude

-71.52

Row 37

(7.17.2.1) Facility

US TAM Registry One

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

27.98

(7.17.2.4) Longitude

-82.45

Row 38

(7.17.2.1) Facility

US CT Windsor

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

41.85

(7.17.2.4) Longitude

-72.64

[Add row]

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	Fuel combustion (diesel—where we use generators for backup power).	123.27
Row 2	Use of company owned vehicles for employee transport.	10.58
Row 3	Natural gas used for building heating.	66.34
Row 4	Refrigerants used for building cooling.	987.75
Row 5	Wastewater treatment	0.01

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By facility

☒ By activity

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

Row 1

(7.20.2.1) Facility

AU Melbourne

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0.8

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.1

Row 2

(7.20.2.1) Facility

AU Sydney

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

10.39

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1.19

Row 3

(7.20.2.1) Facility

IN BLR Brookfield

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

794.48

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 4

(7.20.2.1) Facility

IN CHE DLF

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

669.65

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 5

(7.20.2.1) Facility

IN CHE Navalur

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

515.62

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 6

(7.20.2.1) Facility

IN GGN Infocity

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

148.35

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 7

(7.20.2.1) Facility

IN HYD Campus

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

2393.61

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 8

(7.20.2.1) Facility

IN HYD The Capital

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1155.69

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 9

(7.20.2.1) Facility

IN MUM Seepz

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

313.34

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 10

(7.20.2.1) Facility

IN PUN EON

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

329.02

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 11

(7.20.2.1) Facility

IN PUN Hinjewadi

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

139.27

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 12

(7.20.2.1) Facility

IN THN G Corp

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

193.39

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 13

(7.20.2.1) Facility

BU Sofia

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

52.08

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

30.91

Row 14

(7.20.2.1) Facility

CA Halifax

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

3.16

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 15

(7.20.2.1) Facility

CA Ont Toronto

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

3.52

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 16

(7.20.2.1) Facility

AE Dubai

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

7.02

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.71

Row 17

(7.20.2.1) Facility

DE Frankfurt

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0.19

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.27

Row 18

(7.20.2.1) Facility

DE Munich

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

2.1

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.97

Row 19

(7.20.2.1) Facility

MY KUL

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0.99

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.74

Row 20

(7.20.2.1) Facility

MX Gdl IOS

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

2.25

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1.44

Row 21

(7.20.2.1) Facility

MX Gdl WTC

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

17.84

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

15.39

Row 22

(7.20.2.1) Facility

NL Utrecht

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0.46

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.59

Row 23

(7.20.2.1) Facility

NL Amsterdam

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

7.14

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

7.09

Row 24

(7.20.2.1) Facility

PL Wroclaw

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

22.36

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

21.55

Row 25

(7.20.2.1) Facility

PL Warsaw ITM

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

7.53

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

7.24

Row 26

(7.20.2.1) Facility

QA Doha

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.09

Row 27

(7.20.2.1) Facility

SG Singapore Ascendas

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

21.62

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1.2

Row 28

(7.20.2.1) Facility

LK Colombo

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

819.83

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 29

(7.20.2.1) Facility

SE Gothenburg

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0.06

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 30

(7.20.2.1) Facility

SE Stockholm

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0.69

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.57

Row 31

(7.20.2.1) Facility

UK LON Finsbury

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

11.24

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 32

(7.20.2.1) Facility

US IND Indiana

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

2.96

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 33

(7.20.2.1) Facility

US CA Milpitas

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

31.69

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 34

(7.20.2.1) Facility

US NYC 225 Liberty

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

137.93

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 35

(7.20.2.1) Facility

US NJ Piscataway

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

50.89

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 36

(7.20.2.1) Facility

US MA Southborough

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

66.5

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0.62

Row 37

(7.20.2.1) Facility

US TAM Registry One

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

13.64

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 38

(7.20.2.1) Facility

US CT Windsor

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

43.5

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0
[Add row]

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	Grid Electricity consumption	7988.52	87.39
Row 2	District Heating and Cooling	3.28	3.28

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

1187.95

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

7991.79

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

90.66

(7.22.4) Please explain

Gross emissions for Virtusa Corp.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

All emissions are accounted for in the reported consolidated accounting group emissions.

[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☒ No

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☒ More than 10% but less than or equal to 15%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

515.72

(7.30.1.4) Total (renewable + non-renewable) MWh

515.72

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

13100.88

(7.30.1.3) MWh from non-renewable sources

185.27

(7.30.1.4) Total (renewable + non-renewable) MWh

13286.15

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

380.94

(7.30.1.4) Total (renewable + non-renewable) MWh

380.94

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

1781.47

(7.30.1.4) Total (renewable + non-renewable) MWh

1781.47

Total energy consumption

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

14882.35

(7.30.1.3) MWh from non-renewable sources

1081.93

(7.30.1.4) Total (renewable + non-renewable) MWh

15964.28

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

(7.30.7.3) MWh fuel consumed for self-generation of electricity

7.98

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other biomass

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Coal

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Oil

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Gas

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

515.72

(7.30.7.3) MWh fuel consumed for self-generation of electricity

515.72

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Total fuel

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

523.7

(7.30.7.3) MWh fuel consumed for self-generation of electricity

523.7

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

2297.19

(7.30.9.2) Generation that is consumed by the organization (MWh)

2297.19

(7.30.9.3) Gross generation from renewable sources (MWh)

1781.47

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

1781.47

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☒ Australia

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

12.04

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1957

(7.30.14.10) Comment

N/A

Row 2

(7.30.14.1) Country/area

Select from:

☒ Australia

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4.19

(7.30.14.6) Tracking instrument used

Select from:

☒ Australian LGC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 3

(7.30.14.1) Country/area

Select from:

☒ India

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Other biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

7140.4

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ India

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.14.10) Comment

The energy source for our India I-REC certification is Co-fired with fossil: Agricultural byproducts & waste biomass fraction Technology: Steam turbine with condensation turbine (closed cycle): CHP

Row 4

(7.30.14.1) Country/area

Select from:

☒ India

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1909.17

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ India

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.14.10) Comment

N/A

Row 5

(7.30.14.1) Country/area

Select from:

☒ India

(7.30.14.2) Sourcing method

Select from:

☒ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1026.15

(7.30.14.6) Tracking instrument used

Select from:

☒ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ India

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 6

(7.30.14.1) Country/area

Select from:

☒ Canada

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

39.9

(7.30.14.6) Tracking instrument used

Select from:

☒ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 7

(7.30.14.1) Country/area

Select from:

☒ Canada

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

20.72

(7.30.14.6) Tracking instrument used

Select from:

☒ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 8

(7.30.14.1) Country/area

Select from:

☒ United Arab Emirates

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

11.22

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United Arab Emirates

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

(7.30.14.10) Comment

N/A

Row 9

(7.30.14.1) Country/area

Select from:

☒ United Arab Emirates

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3.82

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United Arab Emirates

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment

N/A

Row 10

(7.30.14.1) Country/area

Select from:

☒ Germany

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

0.01

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 11

(7.30.14.1) Country/area

Select from:

☒ Germany

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

0.09

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 12

(7.30.14.1) Country/area

Select from:

☒ Germany

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3.06

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

In FY24 we switched the energy plan at our technology center in Munich, Germany to obtain 100% renewable energy including hydropower and solar through the utility provider for a green electricity tariff.

Row 13

(7.30.14.1) Country/area

Select from:

☒ Mexico

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3.9

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Mexico

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2014

(7.30.14.10) Comment

N/A

Row 14

(7.30.14.1) Country/area

Select from:

☒ Mexico

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4.97

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Mexico

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment

N/A

Row 15

(7.30.14.1) Country/area

Select from:

☒ Netherlands

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

0.65

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 16

(7.30.14.1) Country/area

Select from:

☒ Netherlands

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5.75

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 17

(7.30.14.1) Country/area

Select from:

☒ Qatar

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1.43

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United Arab Emirates

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 18

(7.30.14.1) Country/area

Select from:

☒ Qatar

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

0.5

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United Arab Emirates

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment

N/A

Row 19

(7.30.14.1) Country/area

Select from:

☒ Singapore

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

40

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Singapore

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 20

(7.30.14.1) Country/area

Select from:

☒ Singapore

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

13.71

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Singapore

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.14.10) Comment

N/A

Row 21

(7.30.14.1) Country/area

Select from:

☒ Malaysia

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

0.39

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Malaysia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2014

(7.30.14.10) Comment

N/A

Row 22

(7.30.14.1) Country/area

Select from:

☒ Sri Lanka

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1361.8

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Sri Lanka

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.14.10) Comment

N/A

Row 23

(7.30.14.1) Country/area

Select from:

☒ Sri Lanka

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

405.01

(7.30.14.6) Tracking instrument used

Select from:

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Sri Lanka

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.14.10) Comment

N/A

Row 24

(7.30.14.1) Country/area

Select from:

☒ Sweden

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :Our technology centers in Sweden - Stockholm and Gothenburg obtain energy from 100% renewable sources including hydropower, wind, and solar.

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

15.65

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.14.10) Comment

Our technology centers in Sweden - Stockholm and Gothenburg obtain energy from 100% renewable sources including hydropower, wind, and solar.

Row 25

(7.30.14.1) Country/area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

42.91

(7.30.14.6) Tracking instrument used

Select from:

☒ REGO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 26

(7.30.14.1) Country/area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

14.25

(7.30.14.6) Tracking instrument used

Select from:

☒ REGO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

(7.30.14.10) Comment

N/A

Row 27

(7.30.14.1) Country/area

Select from:

☒ United States of America

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

708

(7.30.14.6) Tracking instrument used

Select from:

☒ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 28

(7.30.14.1) Country/area

Select from:

☒ United States of America

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

265.87

(7.30.14.6) Tracking instrument used

Select from:

☒ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 29

(7.30.14.1) Country/area

Select from:

☒ Poland

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1.09

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 30

(7.30.14.1) Country/area

Select from:

☒ Poland

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

9.07

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Poland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 31

(7.30.14.1) Country/area

Select from:

☒ Bulgaria

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2.57

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

Row 32

(7.30.14.1) Country/area

Select from:

☒ Bulgaria

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

32.61

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

N/A

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

18.34

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

18.34

Bulgaria

(7.30.16.1) Consumption of purchased electricity (MWh)

108.99

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

108.99

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

60.62

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

28.02

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

88.64

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

3.51

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

37.58

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

41.09

India

(7.30.16.1) Consumption of purchased electricity (MWh)

10075.72

(7.30.16.2) Consumption of self-generated electricity (MWh)

2285.01

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

12360.73

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

1.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.57

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

54.55

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

54.55

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

26.61

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2.46

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

29.07

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

44.5

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

9.53

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

54.03

Qatar

(7.30.16.1) Consumption of purchased electricity (MWh)

2.12

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.79

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3.91

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

56.85

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

56.85

Sri Lanka

(7.30.16.1) Consumption of purchased electricity (MWh)

1766.81

(7.30.16.2) Consumption of self-generated electricity (MWh)

12.18

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1778.99

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

15.65

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3.14

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

18.79

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

16.74

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

14.1

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

30.84

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

57.16

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

53.29

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

110.45

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

976.41

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

231.04

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1207.45
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

8e-7

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

1278.61

(7.45.3) Metric denominator

Select from:

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

1600000000

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

85

(7.45.7) Direction of change

Select from:

☒ Decreased

(7.45.8) Reasons for change

Select all that apply

☒ Change in renewable energy consumption

(7.45.9) Please explain

Our campuses in Navalur and Hyderabad have on-site solar power equipment. Also, for our Navalur site, we have purchased renewable energy through Power Purchased Agreements (PPAs). Our facilities in Sweden and Munich, Germany also obtain electricity from 100% renewable sources through green tariff. In addition, during the reporting year we purchased Renewable Energy Certifications (RECs) and Energy Attribute Certificates (EACs) for the rest of our offices across the globe. This increased our renewable energy from 5,306.35 MWh in FY24 to 14,882.351 MWh in FY25.

[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:
☒ Energy usage

(7.52.2) Metric value

0

(7.52.3) Metric numerator

Megawatt-hour (MWh)

(7.52.4) Metric denominator (intensity metric only)

Energy per square foot (sqft) / per month

(7.52.5) % change from previous year

0

(7.52.6) Direction of change

Select from:
☒ No change

(7.52.7) Please explain

Between FY24 and FY25, both our total energy consumption and overall square footage experienced proportional reductions. This parallel decline resulted in a consistent energy intensity figure (measured in MWh per square foot), indicating that our operational efficiency remained stable despite the changes in scale. The metric value is 0.001. The portal only accepts up to two decimal places, so the figure is rounded to 0.

Row 2

(7.52.1) Description

Select from:

☒ Other, please specify :Water

(7.52.2) Metric value

0.19

(7.52.3) Metric numerator

Kiloliters

(7.52.4) Metric denominator (intensity metric only)

Kiloliters per employee (not FTE) / per month

(7.52.5) % change from previous year

26

(7.52.6) Direction of change

Select from:

☒ Increased

(7.52.7) Please explain

Overall water consumption increased by 9,994 kiloliters (18%), from 54,115 kL in FY24 to 64,109 kiloliters due to increase in our team's return to office and tracking of water for new two sites. Water consumption per employee increased from 0.15 kiloliters in FY24 to 0.19 kiloliters in FY25. We seek to be responsible for our water consumption, especially since 70%-75% of operations are located in areas of water stress. As a services company, our operations are not water-intensive, and water is used mainly for drinking, hygiene, cooling towers, and landscaping. Only the Navalur Campus uses fresh water for cooling towers as the Hyderabad campuses have air cooled chillers. Strategies for water management include retrofitting with sensor taps, use of sewage treatment plants (STPs), water purification through

reverse osmosis, and rainwater harvesting. In FY25, 32,540 kiloliters of water was recycled, which accounted for 51% of total use. Rainwater harvesting pits are used to recharge the ground water table. Currently, we have capacity for 612.49 kL. We have reverse osmosis plants at two campuses to purify drinking water.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☒ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:
☒ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:
☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Virtusa Corporation - Near-Term Approval Letter - Wednesday_ 5 June 2024.pdf

(7.53.1.4) Target ambition

Select from:
☒ 1.5°C aligned

(7.53.1.5) Date target was set

12/18/2023

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☒ Market-based

(7.53.1.11) End date of base year

03/31/2020

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

1065.35

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

16093.4

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

17158.750

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

03/31/2030

(7.53.1.55) Targeted reduction from base year (%)

75

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

4289.688

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

1187.95

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

90.662

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1278.612

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

123.40

(7.53.1.80) Target status in reporting year

Select from:

☒ Achieved

(7.53.1.82) Explain target coverage and identify any exclusions

This is a near-term science-based target to reduce absolute Scope 1 and 2 GHG emissions by 75% by FY2030 from our FY2020 base year emissions, which was approved by SBTi on June 5, 2024 (the reporting year following the one covered by this CDP disclosure). The target is company-wide and does not have any exclusions.

(7.53.1.83) Target objective

The target was set as part of our plan to align with the 1.5C trajectory in the future.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

Increasing renewable energy: In FY21, we invested in solar energy for three of our Campus facilities in India, which accounted for 1,781.472 MWh of energy usage in FY25. In addition, both our offices in Sweden and our office in Munich, Germany obtain electricity from 100% renewable sources through green tariff. In FY24, we signed a PPA to obtain 1MW of RE annually for our Navalur campus which accounted for 1,026.150 MWh during the reporting period. We also obtained RECs/EACs for 2024 and 2025 for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Poland, Bulgaria, Qatar, Singapore, Sri Lanka, UAE, UK, and USA. The REC purchases accounted for 12,056.015 MWh energy during the reporting period. These measures contributed to increasing our overall renewable energy consumption by 180.46% from 5,306.353 MWh in FY24 to 14,882.351 in FY25. This in turn reduced our Scope 1 and 2 market-based emissions by 86% compared to FY24. We continue to explore further investments to increase our renewable energy consumption in future reporting years. Phasing out fossil fuel: In FY23 we phased out seven out of nine of our fossil-fuel company owned vehicles. We plan to convert the remaining two diesel powered vehicles to EV in the near future. Energy initiatives: During the reporting year, our Hyderabad Campus facility replaced 9-year-old Variable Refrigerant Flow (VRF) units in the HVAC system with new energy-efficient units. It is estimated that the new units would save approximately 2,677 kWh units per month, totaling 32,120 kWh annually. Additionally, the Hyderabad Campus optimized Precision Air Conditioning (PAC) set points and migrated data center operations to the cloud, resulting in 50,781 kWh energy savings compared to FY24. Please see question 7.55.2 for more details.

Row 2

(7.53.1.1) Target reference number

Select from:

☒ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Virtusa Corporation - Near-Term Approval Letter - Wednesday_ 5 June 2024.pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

12/18/2023

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- ☒ Scope 3, Category 1 – Purchased goods and services
- ☒ Scope 3, Category 2 – Capital goods
- ☒ Scope 3, Category 6 – Business travel
- ☒ Scope 3, Category 7 – Employee commuting

(7.53.1.11) End date of base year

03/31/2020

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

26722

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

1293

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

20225

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

43263

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

91503.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

91503.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

94

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

94

(7.53.1.54) End date of target

03/31/2030

(7.53.1.55) Targeted reduction from base year (%)

42

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

53071.740

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

24690.29

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

787.841

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

6654.9

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

1585.64

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

33718.671

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

33718.671

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

150.36

(7.53.1.80) Target status in reporting year

Select from:

☒ Achieved

(7.53.1.82) Explain target coverage and identify any exclusions

This is a near-term science-based target to reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, business travel, and employee commuting 42% by FY2030 from our base year of FY2020, which was approved by SBTi on June 5, 2024 (the reporting year following the one covered by this CDP disclosure). The target is company-wide and does not have any exclusions.

(7.53.1.83) Target objective

The target was set as part of our plan to align with the 1.5C trajectory in the future.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

Embedding sustainability into supplier engagement: We engage our supply chain through surveys and other direct engagement activities to understand our suppliers' impacts and ensure that they demonstrate leadership in the areas of human rights, labor, and environment (including climate). After selecting a leading sustainability rating platform, in FY25 we began the process of engaging our top 200 suppliers by spend. The platform enables our suppliers to directly report the emissions of the products and services provided to Virtusa, thus increasing the accuracy of reporting. The platform likewise allows our suppliers to disclose their environmental targets. Additionally, during the reporting year, to align with industry best practices, we incorporated sustainability criteria into our Procurement Policy, including criteria such

as setting SBTi targets and maintaining a CDP rating of ‘B’. We are also working with our travel partners to better understand our carbon footprint per trip and are looking to further improve our travel policy to reduce business travel and strategies to adopt low-carbon travel. (2) Changing company behavior: In FY17 we introduced a third-party carpooling app at our technology centers in Hyderabad, Bangalore, Pune, and Chennai in order to reduce emissions from employee commuting. The app also monitors employee bike pooling. In FY25, we estimated that we saved 3,329 MtCO2 from carpooling and 265 MtCO2 from bike pooling. In FY22, within our operations in India and Sri Lanka, we installed 23 EV charging points (11 in India and 12 in Colombo) increase the use of electric vehicles (EVs) in our operations and supply chain. Within our supply chain, we are engaging vendors to encourage them to adopt targets for EV utilization and switch 20% of their fleet to EVs each year. At the end of the reporting year FY25, 48% of the fleet had been converted to EV.

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

- ☒ Targets to increase or maintain low-carbon energy consumption or production
- ☒ Net-zero targets
- ☒ Other climate-related targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

- ☒ Low 1

(7.54.1.2) Date target was set

03/30/2022

(7.54.1.3) Target coverage

Select from:

- ☒ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☒ Electricity

(7.54.1.5) Target type: activity

Select from:

☒ Consumption

(7.54.1.6) Target type: energy source

Select from:

☒ Renewable energy source(s) only

(7.54.1.7) End date of base year

03/31/2023

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

1768.43

(7.54.1.9) % share of low-carbon or renewable energy in base year

10

(7.54.1.10) End date of target

03/31/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

93.22

(7.54.1.13) % of target achieved relative to base year

92.47

(7.54.1.14) Target status in reporting year

Select from:

☒ Underway

(7.54.1.16) Is this target part of an emissions target?

Abs 1

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☒ Science Based Targets initiative

(7.54.1.18) Science Based Targets initiative official validation letter

Virtusa Corporation - Near-Term Approval Letter - Wednesday_ 5 June 2024.pdf

(7.54.1.19) Explain target coverage and identify any exclusions

Our target is set at company level for 100% RE by FY2030 towards achieving our SBTi/Net-Zero goals.

(7.54.1.20) Target objective

This target was set to mitigate emissions from consumed electricity towards achieving our SBTi Net-Zero goals.

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

In FY21, we invested in solar energy for three of our Campus facilities in India, which accounted for 1,781.472 MWh of energy usage in FY25. In addition, both our offices in Sweden and our office in Munich, Germany obtain electricity from 100% renewable sources through green tariff. In FY24, we signed a PPA to obtain 1MW of RE annually for our Navalur campus which accounted for 1,026.150 MWh during the reporting year. Additionally we obtained RECs/EACs for 2024/2025 for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Qatar, Singapore, Sri Lanka, UAE, UK, and USA, Malaysia, Bulgaria, Poland. The REC/EAC purchases accounted for 12,056.015 MWh energy during the reporting period. These measures contributed to increasing our overall renewable energy consumption by 181% from 5,306.353 MWh in FY24 to 14,882.351 MWh in FY25.

[Add row]

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:

☒ Oth 1

(7.54.2.2) Date target was set

01/29/2017

(7.54.2.3) Target coverage

Select from:

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Intensity

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Resource consumption or efficiency

☒ Other resource consumption or efficiency, please specify :Water consumption per employee

(7.54.2.6) Target denominator (intensity targets only)

Select from:

☒ Other, please specify :kiloliters per employee per month

(7.54.2.7) End date of base year

03/31/2017

(7.54.2.8) Figure or percentage in base year

0.69

(7.54.2.9) End date of target

03/31/2035

(7.54.2.10) Figure or percentage at end of date of target

0.41

(7.54.2.11) Figure or percentage in reporting year

0.19

(7.54.2.12) % of target achieved relative to base year

178.5714285714

(7.54.2.13) Target status in reporting year

Select from:

☒ Achieved

(7.54.2.15) Is this target part of an emissions target?

No

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

Due to the work from home policies enacted since the COVID-19 lockdown, water consumption at our office facilities dropped drastically.

(7.54.2.19) Target objective

Our aim is to reduce per employee water usage by 40% by 2035. This indicator is not part of an emissions reduction target. We have set a target for water management as we have a large operational footprint in India, which is facing severe water issues due to climate change. As a result, we aim to monitor and reduce our water usage even though water is not an input in our direct operations and is only use for drinking, hygiene, and facilities maintenance.

(7.54.2.21) List the actions which contributed most to achieving this target

We seek to be responsible for our water consumption, especially since 70-75% of operations are located in areas of water stress. As a services company, our operations are not water-intensive, and water is used mainly for drinking, hygiene, cooling towers, and landscaping. Only the Navalur Campus uses fresh water for cooling towers as the Hyderabad campuses have air cooled chillers. Strategies for water management include retrofitting with sensor taps, use of sewage treatment plants (STPs), water purification through reverse osmosis, and rainwater harvesting. Currently, we have capacity for 612.49 kL. In FY25, 32,540 kiloliters of water were recycled, which accounted for 51% of total use. Furthermore, in FY24 the CEO approved and signed the endorsement for Virtusa to join the CEO Water Mandate, which is a collaboration between UN Global compact and Pacific Institute to work on water stewardship and include water sustainability goals into leadership initiative for all supply chain and direct operations.

Row 2

(7.54.2.1) Target reference number

Select from:

☒ Oth 2

(7.54.2.2) Date target was set

03/30/2022

(7.54.2.3) Target coverage

Select from:

☒ Country/area/region

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Low-carbon vehicles

☒ Percentage of fuel cell electric vehicles in company fleet

(7.54.2.7) End date of base year

03/31/2023

(7.54.2.8) Figure or percentage in base year

(7.54.2.9) End date of target

03/31/2030

(7.54.2.10) Figure or percentage at end of date of target

100

(7.54.2.11) Figure or percentage in reporting year

48

(7.54.2.12) % of target achieved relative to base year

40.9090909091

(7.54.2.13) Target status in reporting year

Select from:

☒ Underway

(7.54.2.15) Is this target part of an emissions target?

Abs 1

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ Science Based targets initiative - approved other

(7.54.2.17) Science Based Targets initiative official validation letter

Virtusa Corporation - Net-Zero Approval Letter - Wednesday_ 5 June 2024.pdf

(7.54.2.18) Please explain target coverage and identify any exclusions

The target is limited to our facilities in India and Sri Lanka as we have long-term engagements with cab service providers in these two regions.

(7.54.2.19) Target objective

Within our supply chain, we seek to engage and encourage our cab service providers to adopt targets for EV utilization and switch 20% of their fleet provided to Virtusa to EV year on year.

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

At the end of the reporting year FY25, 48% of the fleet had been converted to EV.
[Add row]

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☒ NZ1

(7.54.3.2) Date target was set

12/18/2023

(7.54.3.3) Target Coverage

Select from:

☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

- ☒ Abs1
- ☒ Abs2

(7.54.3.5) End date of target for achieving net zero

03/31/2040

(7.54.3.6) Is this a science-based target?

Select from:

- ☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.54.3.7) Science Based Targets initiative official validation letter

Virtusa Corporation - Net-Zero Approval Letter - Wednesday_ 5 June 2024.pdf

(7.54.3.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

- | | |
|---|--|
| <input checked="" type="checkbox"/> Methane (CH4) | <input checked="" type="checkbox"/> Sulphur hexafluoride (SF6) |
| <input checked="" type="checkbox"/> Nitrous oxide (N2O) | <input checked="" type="checkbox"/> Nitrogen trifluoride (NF3) |
| <input checked="" type="checkbox"/> Carbon dioxide (CO2) | |
| <input checked="" type="checkbox"/> Perfluorocarbons (PFCs) | |
| <input checked="" type="checkbox"/> Hydrofluorocarbons (HFCs) | |

(7.54.3.10) Explain target coverage and identify any exclusions

Virtusa commits to reduce absolute Scope 1, 2 and 3 GHG emissions 90% by FY2040 from a FY2020 base year.

(7.54.3.11) Target objective

To align with the 1.5C trajectory.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☒ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☒ No, but we plan to within the next two years

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☒ Yes, we plan to purchase and cancel carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

We have currently invested in multiple long-term biodiversity restoration projects such as the Kanneliya forest restoration (USD 34,420) and the Mangrove restoration (USD 20,000) project which would contribute towards the removal of carbon.

(7.54.3.17) Target status in reporting year

Select from:

☒ Underway

(7.54.3.19) Process for reviewing target

As per SBTi Criterion – “Mandatory target recalculation”, we are committed to reassessing, and if necessary, recalculating and revalidating our targets, at a minimum every five years.

[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☒ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	3	`Numeric input
To be implemented	1	0.28
Implementation commenced	1	22.05
Implemented	5	11440.44
Not to be implemented	0	`Numeric input

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Other, please specify :We obtained RECs/EACs for the 2024 calendar year for 15,576 MWh of energy for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Qatar, Singapore, Sri Lanka, UAE, UK, and USA.

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

10332.97

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

32919

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

(7.55.2.9) Comment

We obtained RECs/EACs for the 2024 calendar year for 15,576 MWh of energy for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Qatar, Singapore, Sri Lanka, UAE, UK, and USA. The REC/EAC purchases accounted for 12,056.015 MWh energy during the reporting period. Also, in FY25, we invested in 1 MW PPA. The PPA and EAC/REC certifications for our offices cost USD 88,918.95. This increased our renewable energy from 5,306.35 MWh in FY24 to 14,882.351 MWh in FY25.

Row 2

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☒ Site consolidation/closure

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

833.47

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

421722

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

93229

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 11-15 years

(7.55.2.9) Comment

In India, we downsized our Chennai DLF and Gurgaon Infocity offices through which we estimate an annual energy saving of 1,133,799kWh.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☒ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

22.05

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

32120

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

62559

(7.55.2.7) Payback period

Select from:

☒ 11-15 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 11-15 years

(7.55.2.9) Comment

Our Hyderabad Campus facility replaced 9-year-old Variable Refrigerant Flow (VRF) units in the HVAC system with new energy-efficient units. It is estimated that the new units would save approximately 2,677 kWh units per month, totaling 32,120 kWhs annually.

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☒ Maintenance program

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

37.33

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

6400

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

Hyderabad Campus optimized Precision Air Conditioning (PAC) set points and migrated data center operations to the cloud, resulting in 50,781 kWh energy savings compared to FY24.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☒ Building Energy Management Systems (BEMS)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

214.62

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

63509

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

30909

(7.55.2.7) Payback period

Select from:

☒ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

(7.55.2.9) Comment

Our Colombo, Sri Lanka facility replaced two legacy 300KVA UPS units with more energy efficient 168KVA units which is estimated to save 462,528 kWh annually.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

- ☒ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

We seek to comply with environmental laws and regulations in all locations of operation. As a result, any emissions reduction activities necessitated by legal or regulatory requirements would be implemented and considered top priority. We track compliance requirements through our ISO 14001 management process, with around 93% of our real estate certified under the standard. Three of our large campuses which account for 51% of our real estate are also certified for ISO 50001 - Energy Management while 79% of our real estate is LEED certified.

Row 2

(7.55.3.1) Method

Select from:

- ☒ Dedicated budget for energy efficiency

(7.55.3.2) Comment

Since 2014, we have an allocated budget for energy efficiency and renewable energy. For example, in FY25 we invested USD 62,559 in upgrading Variable Refrigerant Flow (VRF) units in the HVAC system with new energy-efficient units at our Hyderabad office. We also invested in 1 MW PPA and EAC/REC certifications for our offices which cost USD 88,918.95.

Row 3

(7.55.3.1) Method

Select from:

- ☒ Financial optimization calculations

(7.55.3.2) Comment

We have a budget for sustainability activities. Project allocations are prioritized based on financial feasibility. Environmental footprint reduction is considered when assessing the feasibility of products, new facilities and new build outs. For example, the conversion to LED lights, the use of a facilities build-out guide which sets out standards for energy optimization in facilities, etc. In FY21/FY22, we made the strategic decision to invest USD 952,321 in 2,389 MWh of solar energy for the three largest campuses in India, which resulted in an annual monetary saving of US 657,001 in FY24. In FY24, we signed a PPA to obtain 1MW of RE annually for our Navalur campus and obtained RECs/EACs for 2024 and 2025 for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Qatar, Singapore, Sri Lanka, UAE, UK, and USA. The REC purchases accounted for 12,056.015 MWh energy during the reporting period. The PPA and EAC/REC certifications for our offices cost USD 88,918.95.

Row 4

(7.55.3.1) Method

Select from:

☒ Internal incentives/recognition programs

(7.55.3.2) Comment

Leaderboards are used to track the performance of our facilities against environmental KPIs, which feeds into the facility team scorecards. This incentivizes environmental investment in emissions reduction activities as well as other environmental initiatives. These KPIs include bringing efficiencies across platforms, reducing energy consumption, increasing renewable energy use, and use of electronic vehicles when economical.

Row 5

(7.55.3.1) Method

Select from:

☒ Employee engagement

(7.55.3.2) Comment

We use employee awareness to get employee buy-in for EHS initiatives. These include the use of mailers and social media to create awareness as well as marking events such as Earth Hour and World Environment Day. In addition, we introduced a third-party carpooling app at our technology centers in Hyderabad, Bangalore, Pune, and Chennai in order to reduce emissions from employee commuting. The app also monitors employee bike pooling. In FY25, we estimated that we saved 3,329 MtCO2 from carpooling and 265 MtCO2 from bike pooling. We also launched our Bike to Work Campaign in FY23 to encourage more employees to bike to work and reduce emissions. In FY24, we encouraged our employees to share their best ideas on how to reduce, reuse, and recycle through Yammer in celebration of World Earth Day.

[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☒ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Other

☒ Other, please specify :Cloud services

(7.74.1.4) Description of product(s) or service(s)

Over the past several years, we have expanded our cloud service offerings to support clients in moving from high-intensive on-premises servers to low-carbon cloud environments. For example, HIVE Virtusa's solution innovation factory, supports this shift by developing tools that address inefficiencies, compliance risks, and provisioning challenges in cloud migration. To support this, we offer a range of cloud transformation accelerators, including AI-Assisted Engineering Workflow for streamlined development, Terraform Studio for low-code infrastructure-as-code (IaC) execution and multi-cloud provisioning, Ansible Studio for easy configuration-as-code (CaC) via a user-friendly plugin, FAST, a low-code/no-code platform for generating code across any cloud or language, and Accello, which automates and optimizes the end-to-end QA lifecycle. These tools helps clients increase cloud adoption, reduce manual effort, and improve consistency across environments.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☒ Other, please specify :GHG Protocol

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☒ Use stage

(7.74.1.8) Functional unit used

Customers operating without access to cloud storage vs. Customers operating with access to cloud storage via Virtusa's cloud services.

(7.74.1.9) Reference product/service or baseline scenario used

Average annual carbon emissions (MtCO₂e) of a customer operating without access to cloud storage and relying on energy intensive on-premises servers, which was estimated at 591.17 MtCO₂e.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☒ Use stage

(7.74.1.11) Estimated avoided emissions (metric tons CO₂e per functional unit) compared to reference product/service or baseline scenario

483.32

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

Avoided emissions were derived using Microsoft's Emissions Impact Dashboard for Azure. The estimated avoided emissions of 81% was calculated by accounting for emissions saved (in Mt CO₂e) from Microsoft efficiencies and renewable energy purchases. For the comparison, the calculation assumed a "Low efficiency" scenario of on premises deployments, where physical servers and direct attached storage units are located in a small localized data center (500-1,999 square feet).

*Breakdown of emissions saved: Emissions saved from Microsoft efficiencies and emissions saved from Microsoft renewable energy purchases 483.32 Mt CO₂e
Emissions saved in %: [Emissions saved (483.32 Mt CO₂e)/Emissions from on-premises alternative (591.17 Mt CO₂e)] x 100 81% Note: The Emissions Impact Dashboard for Azure reflects the specific cloud services consumed and the associated energy requirements, efficiency of the data centers providing those services, electricity fuel mixes in the regions in which those data centers operate, and Microsoft's purchases of renewable energy. As part of the app's development, the methodology and its implementation went through third-party verification to ensure that it aligns to the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD), and the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. The scope of the verification, conducted in accordance with ISO 14064-3: Greenhouse gases--Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions, included the estimation of emissions from Azure services, but excluded the estimation of on-premises emissions given the counterfactual nature of that estimate.*

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

5

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:



No

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:

☒ Yes

(10.1.2) Target type and metric

Plastic goods/products

☒ Eliminate single-use plastic products

(10.1.3) Please explain

In FY24, we introduced a target to reduce single-use plastic usage (food packaging, plasticware, pens) by 100% by 2026 from the base year of 2023. As a digital services company, we do not engage in any production/commercialization of plastic polymers. Our usage of plastics is limited to single-use plastic food ware such as straws, cups, and cutlery, plastic bags, plastic bottles, etc. Where possible, we hand over plastic to authorized vendors for recycling. For example, during FY25, 395kg of plastic waste was recycled. In FY24, we formalized our Plastics Policy, where we state our commitment to operate in an environmentally sustainable manner and support UN SDG 12: Responsible Consumption and Production by reducing plastics that are purchased and use, promoting recycling, and advocating for sustainable alternatives. For instance, we have transitioned from plastic pens to paper-based pens across our offices to minimize single-use plastic. At the Amrabad Tiger Reserve, Virtusa donated a baling machine designed to compress plastic bottles left behind by visitors. Once compacted, the plastic is sent to recycling facilities for responsible processing. Virtusa Colombo participated in the open-beach cleanup program organized by the National Zoological Gardens and the Young Zoologists' Association of Sri Lanka. Virtusa lent a hand to remove plastics, microplastics and other waste, which amounted to 250 kilograms across a one-kilometer stretch of the Dehiwala-Mount Lavinia beach. The collected waste was sent for responsible recycling and disposal. As part of World Environment Day (WED), Virtusa partnered with the Environmentalist Foundation of India (EFI) to organize a coastal cleanup and marine conservation drive with over 100 volunteers. This initiative raised awareness around marine ecology conservation and the removal of plastic and garbage from beaches. As a result, volunteers collected 80 bags and removed 100 kilograms of trash from the coastal area In addition, our Marketing team ran a campaign in WED 2024 to encourage greater involvement from our employees to become more sustainable. This included pledges to do the following: • Reduce plastic usage •Decrease carbon footprint • Restore nature • Conserve water • Support reforestation

[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

As a digital services company, we do not engage in any production/commercialization of plastic polymers.

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

As a digital services company, we do not engage in any production/commercialization of durable plastic goods.

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

As a services company, the usage of plastics is limited to single-use plastic food ware such as straws, cups, and cutlery, plastic bags, plastic bottles, etc. Where possible, we hand over plastic to authorized vendors for recycling. For example, in FY25, 395kg of plastic waste was recycled.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

As a digital services company, we do not engage in any production/commercialization of plastic packaging.

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

As a digital services company, we do not produce any goods/products packaged in plastics.

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

As a digital services company, we do not engage in the provision/commercialization of services that use plastic packaging.

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

As a digital services company, we do not engage in the provision of waste management and/or water management services.

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

As a digital services company, we do not engage in the provision of financial products and/or services for plastics-related activities.

Other activities not specified

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

N/A

[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☒ Land/water protection

☒ Land/water management

☒ Species management

☒ Education & awareness

☒ Livelihood, economic & other incentives

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	Select from: <input checked="" type="checkbox"/> Yes, we use indicators	Select all that apply <input checked="" type="checkbox"/> State and benefit indicators

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

We conducted a basic city level assessment to determine if any of our offices are located near biodiversity protected areas using the Integrated Biodiversity Assessment Tool (IBAT). The assessment found that we do not have any direct operations that intersect with biodiversity.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

(11.4.2) Comment

n/a

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

(11.4.2) Comment

n/a

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

We analyzed Ramsar sites as part of our biodiversity assessment of cities where we operate. While Colombo is the only capital city in South Asia to be a Ramsar wetland city, we don't have any offices located near wetland parks.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

We conducted a basic city level assessment to determine if any of our offices are located near biodiversity protected areas using the Integrated Biodiversity Assessment Tool (IBAT). The assessment found that we do not have any direct operations that intersect with biodiversity.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

n/a
[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ All data points in module 7

(13.1.1.3) Verification/assurance standard

- General standards
- ☒ ISAE 3000
 - ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements

(13.1.1.4) Further details of the third-party verification/assurance process

Gross global combined Scope 1 and 2 emissions intensity for the reporting year per unit currency total revenue, per full-time employee, and per square foot, has been verified in our FY25 Scope 1, 2 & 3 Assurance Statement. Likewise, fuel consumption, renewable energy consumption, and biogas generation data was verified in our FY25 Scope 1, 2 & 3 Assurance Statement.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

FY2025 Scopes 123 CDP Report -Assurance statement_Updated.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

	Additional information
	N/A

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Financial Officer

(13.3.2) Corresponding job category

Select from:

☒ Chief Financial Officer (CFO)

[Fixed row]