

Virtusa Corporation Carbon Reduction Plan

Publication date: 25 September, 2025

Commitment to achieving Net Zero

Virtusa is committed to reach net-zero greenhouse gas emissions across the value chain by FY2040.

Virtusa's net zero ambitions are supported by targets approved by the Science Based Targets Initiative (SBTi).

These commitments apply to all our operations, including Virtusa Consulting & Services Limited, UK, which is wholly owned by Virtusa Corporation.

About this Carbon Reduction Plan

This Carbon Reduction Plan is prepared for Virtusa Corporation and its subsidiaries, including Virtusa Consulting & Services Limited in the UK.

As required by the Technical Standard, the reported data for this Carbon Reduction Plan has come from completing a carbon footprint for our GHG emissions from sources in the UK and includes Kyoto protocol gasses reported in units of carbon. Virtusa Consulting in the UK operates from leased office space, and we do not have operational control of direct emissions at this site.

Baseline Emissions Footprint

Baseline Year: FY20 (April 2019 through March 2020)
Additional Details relating to the Baseline Emissions calculations.
This Carbon Reduction Plan is based on a base year emissions inventory from the financial year of FY20 (April 2019 through March 2020). The base year selected for FY2020 (2019) aligns with SBTi's Corporate Net-Zero Standard to provide a comprehensive overview of emissions. Note that the baseline emissions were calculated at group level for Virtusa Corporation and its subsidiaries, including Virtusa Consulting & Services Limited in the UK.

Baseline year (FY20) emissions in tCO ₂ e	
Description	Global
Scope 1	1065.350
Scope 2 - location based	16,771.840
Scope 2 - market based	16,093.400
Scope 3 - Total	97,848.000
Purchased goods and services	26,722.00
Capital goods	1,293.00
Fuel and energy related activities	5,649.00
Waste generated in operations	696.00
Business travel	20,225.00
Employee commuting	43,263.00
Total emissions - location based	115,685.190
Total emissions - market based	115,006.750

The baseline GHG emissions reported in this Carbon Reduction Plan does not contain the following Scope 3 emissions requested in the Technical Standard:

Category	Reason
Upstream transportation and distribution	<p>As a digital engineering and consulting company, we did not have any emissions related to upstream transportation and distribution during the baseline year FY20 (2019). This is also applicable for Virtusa Consulting & Services Limited.</p> <p>Due to the work from home policy implemented in response to the COVID-19 lockdowns, we have accounted for the emissions resulting from the delivery of computers to our employees' homes from FY21. This includes emissions from the transportation of computers via land and air courier services. Thus, Scope 3 emissions from upstream transportation and distribution are accounted for in the emissions reported for FY25 (2024) in this Carbon Reduction Plan.</p>
Downstream transportation and distribution	<p>As a digital engineering and consulting company, we provide services and software solutions. Therefore, we do not have Scope 3 emissions associated with downstream transportation and distribution of goods.</p>

Reporting year (FY25) emissions in tCO ₂ e		
Description	UK	Global
Scope 1	9.746	1,187.949
Scope 2 - location based	11.834	7,991.793
Scope 2 - market based	0.0	90.662
Scope 3 - Total	464.501	35,674.83
Purchased goods and services	—	24,690.287
Capital goods	—	787.841
Fuel and energy related activities	5.506	1,805.011
Upstream transportation and distribution	—	1.791
Waste generated in operations	—	62.494
Business travel (air, rail, road and grey fleet)	451.821	6,654.897
Employee commuting	7.174	1,585.642
Downstream Leased assets	Not applicable	86.867
Total emissions - location based	486.081	44,854.572
Total emissions - market based	474.247	36,953.441

Notes:

- **Scope 1:** The only source of Scope 1 emissions for Virtusa Consulting & Services Limited, UK is natural gas. Sources of Scope 1 emissions for all locations include use of backup generators, natural gas consumption, wastewater recycling and refrigerant leakage.
- **Scope 3:** Emissions for purchased goods and services, capital goods, upstream transportation and distribution, and waste generated in operations are calculated at the global level. As a result, we are not able to provide a UK breakdown for these categories. There are no emissions from upstream transportation and distribution and leased assets for Virtusa Consulting & Services Limited, UK.

Emissions reduction targets

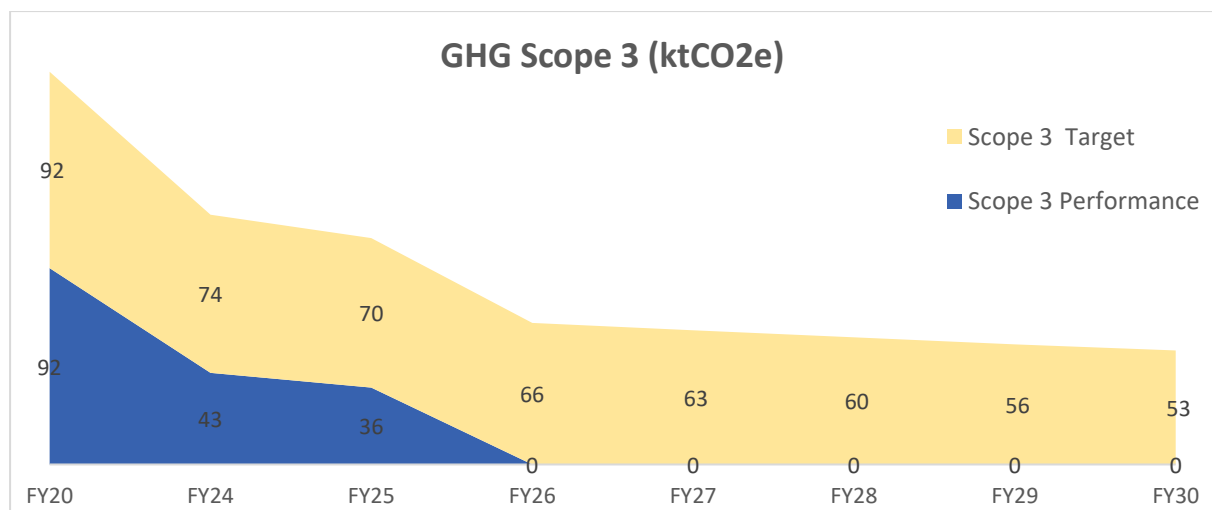
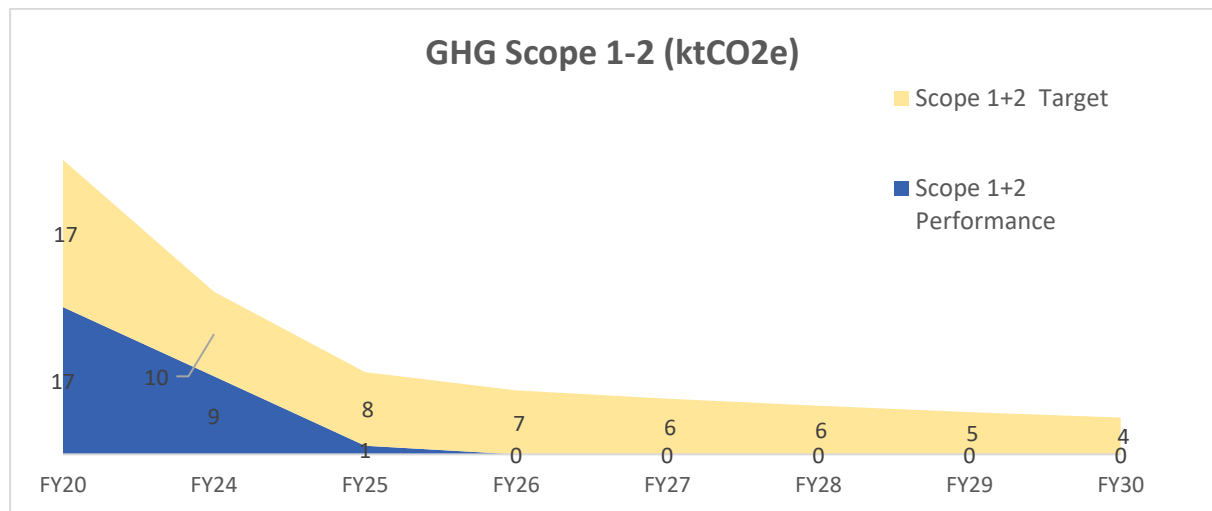
Virtusa's SBTi approved targets are aligned to the Paris Agreement and 1.5°C pathway.

- **Near-Term Targets:**
 - Committed to reduce absolute scope 1 and 2 GHG emissions 75% by FY2030 from a FY2020 base year.
 - Committed to reduce absolute scope 3 GHG emissions from purchased goods and services, capital goods, business travel, and employee commuting 42% within the same timeframe.
- **Long-Term Targets:** Virtusa Corporation commits to reduce absolute scope 1, 2 and 3 GHG emissions 90% by FY2040 from a FY2020 base year.

These targets have been set at group level for Virtusa Corporation and will result in emissions reductions at our facilities across all geographies, including our Virtusa Consulting & Services Limited, UK.

For more information on our approved net-zero targets see: [Target dashboard - Science Based Targets Initiative](#).

Progress against these targets can be seen in the graphs below:



Target	Base year	Target year	Target %	FY2025 status
Near-term				
Science Based Target: Reduce Scopes 1 and 2 (market-based) emissions (absolute target)	FY2020	FY2030	75%	93%
Science Based Target: Reduce Scope 3 greenhouse gas (GHG) emissions from purchased goods and services, capital goods, business travel, and employee commuting (absolute target)	FY2020	FY2030	42%	63%
Obtain energy from renewable sources*	FY2024	FY2030	100%	93%
Long-term				
Science Based Target: Reach net-zero GHG emissions across the value chain	FY2020	FY2040	90%	68%

Carbon Reduction Projects

Completed Carbon Reduction Initiatives - Virtusa Consulting & Services Limited, UK

The following environmental management measures and projects have been implemented at Virtusa Consulting & Services Limited, UK since the FY2020 baseline. Carbon emission reduction achieved by these schemes, as well as other initiatives implemented globally, equate to **78,053.309 tCO₂e, a 68% reduction** against the FY2020 baseline. The measures below will be in effect at Virtusa Consulting & Services Limited, UK when performing the contract.

- **Purchase of Energy Attribute Certificates:** As Virtusa Consulting & Services Limited, UK operates from a leased office space, the emissions and energy reduction initiatives we can carry out are limited. As a result, in FY24 and FY25, we obtained Energy Attribute Certificate (EACs) to cover Scope 2 emissions from energy usage. This reduced Scopes 1 and 2 (market-based) emissions for Virtusa Consulting & Services Limited, UK to 9.746 MTCO₂e from 26.307 MTCO₂e in FY23.
- **Certifications:** Virtusa Consulting & Services Limited, UK is certified for ISO 14001:2015 since 2021.
- **Energy efficient lighting:** We have always prioritised energy efficient lighting for all our office spaces, including Virtusa Consulting & Services Limited, UK, even prior to setting our baseline emissions.
- **Hybrid work model:** Emissions from employee commuting has reduced since the FY2020 baseline due support for a hybrid work model.

Future carbon reduction initiatives - Virtusa Consulting & Services Limited, UK

We plan to implement the following measures at Virtusa Consulting & Services Limited, UK in FY26:

- Explore possibility of maintaining temperature at 19°C for winter and 21°C for summer based on approval by the landlord.
- Create awareness among team members on the best practice of turning off meeting room screens when not in use.
- Explore possibility of accessing building management system (BMS), which is controlled by the landlord. If the landlord agrees to provide Virtusa access to the BMS, energy usage can be adjusted to improve efficiency.

Completed Carbon Reduction Initiatives - Global

- **Certifications:** 17 technology centres (accounting for 93% of our real estate) in Australia, India, Singapore, Sri Lanka, the U.K., and the U.S. are certified for ISO 14001:2015.
- **Green procurement/Energy efficient IT devices:** Our procurement guidelines for IT hardware, specifies that all devices, including laptops, servers, endpoints, and networks, must meet standards set by the EPEAT ecolabel from the Global Electronics Council (GEC). So, our IT equipment is rated EPEAT™ Gold, ENERGY STAR® 8.0 (laptops) and EPEAT™ Gold, ENERGY STAR® 6.1 (desktops).
- **Energy efficient lighting and HVAC systems:** Our facilities build-out guide mandates the use of energy efficiency lighting. Where we have operational control, we also replace older HVAC systems with more energy efficient systems.
- **Investment in renewable energy (RE):** To achieve our target of obtaining 100% of our energy from renewable sources by 2030, we increased our RE consumption through investments in onsite solar, power purchase agreements, Energy Attribute Certificates (EACs)/Renewable Energy Certificates (RECs), and green tariffs. Due to these investments, 93% of our energy in FY25 was from renewable sources across all our offices globally.
- **Cloud and data centre strategy:** With our “cloud first” strategy, we have migrated 100% applications (production) and over 75% core workloads 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. As a result, we avoided an estimated 483.32 MTCO2e by migrating workloads from on-premise servers to energy-efficient cloud environments.
- **Supply chain management:** To track supplier contributions to the achievement of our SBTi targets, we are requesting the top 200 suppliers by spend to report sustainability performance. Additionally, in FY25, we incorporated Net-Zero expectations for suppliers into our procurement policy. Within our supply chain, we are engaging with our transport vendors to encourage them to adopt targets for EV utilization and switch 20% of their fleet to EVs each year.
- **Sustainability as part of culture:** All employees undergo environment, health, and safety (EHS) training (Safety First) during onboarding and are required to renew the certification annually. In addition, we share tips on environmental responsibility and resource conservation with employees on a periodic basis. These include notices to switch off lights and monitors in meeting rooms when not in use.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



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M S Subrahmaniyam
Director

Date:
Sept 25, 2025

For Virtusa Consulting & Services Limited

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>