virtusa Engineering First

Virtusa Corporation

2024 CDP Climate Response

Contents

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. We are 30,000 builders, makers, and doers that partner with customers to reimagine enterprises and creatively build solutions to the most pressing business challenges that move them to the forefront of their industries. 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

03/30/2024

(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?

1700000000

(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: ☑ 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

☑ India
☑ Qatar
☑ Canada
☑ Mexico
☑ Sweden
☑ Sri Lanka
☑ Netherlands
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Germany
☑ Hungary
☑ Malaysia
☑ Australia
☑ Singapore

(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

(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 will include 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.
[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
	Select from: ☑ Yes, we have mapped or are currently in the process of mapping plastics in our value chain	*Select all that apply* ☑ Upstream value chain

[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: ☑ Yes	*Select from:* ☑ 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: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ 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

☑ 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 system focuses on enterprise risk management, and its subcomponent, business continuity risks. It is integrated into our multi-disciplinary company-wide risk management processes. 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 has also included 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, 73% of our offices are located in areas of water stress including: Chennai, Hyderabad, Bengaluru, Gurugram, and Pune. Virtusa last conducted a climate risk assessment in March 2023. 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. We are also evaluating vendors to develop a climate scenario analysis and low carbon transition plan. Our risk management team conducts enterprise risk assessments at a company-wide 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 their magnitude, likelihood and our 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 frequently (more than once a year) through engagements such as: - Clients and other external audits - Business continuity internal audits exercises - 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, such as 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 as we have operations in multiple geographies. 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 enterprise risk management (ERM). Two environmental topics we've conducted risk and interconnections assessments for are water stress and biodiversity protected/priority areas. 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, 2023, to March 31, 2024. Virtusa facilities which are in areas of Extremely High (80%) water stress, increased from 71% in FY23 to 73% in FY24. Note: values are based on square footage. 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. Examples of requested information include energy expenditure, certifications (ISO 140001, LEED rating), 3rd party evaluations, and business continuity systems. 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. 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 ERM process. Our risk management team conducts risk assessments at a company-wide level 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. 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, 2023, to March 31, 2024. Virtusa facilities which are in areas of Extremely High (80%) water stress, increased from 71% in FY23 to 73% in FY24. 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 of Virtusa's information systems and telephone services for sustained periods, 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 1.5% 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 increase by 10% and this was part of the overall general and administrative cost increases that would have impacted the company. Virtusa targeted to reduce the increase to 3.4% and beat the target with initiatives such as rationalization of real estate and reduced energy costs. In FY24, we saved 6% on our facilities plan by strategic real estate right-sizing, energy management and hybrid-work enablement.

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 FY24, we saw requests for CDP submissions increase by 533%. In FY24, we engaged with 26% of our client base (69 clients) via these channels [gathering ESG data and requests for information for CDP and EcoVadis on Virtusa's sustainability program], accounting for 64% 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

900000

(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 900,000 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 January 2023, we committed to the SBTi's Net Zero Standard and submitted two targets later that year: 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

Virtusa's increased energy costs and setbacks in sourcing renewable energy (RE) lead to greater operating costs as we transition to lower emissions technology. In FY24, the unit price of electricity in India was INR 11.79 (INR 10.60 in FY23). In Sri Lanka, where we have the 2nd largest footprint, the price per unit of energy also increased from LKR 47.00 (FY23) to LKR 58.27 (FY24). There were challenges in sourcing RE in specific regions, such as the state of Telangama, 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 the previous year, we estimated annual increase of 7% on the price per unit of electricity, particularly in India. However, the current year's price per unit is INR 11.79, which shows an 11% 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. 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)

7452429

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

7452429

(3.1.1.25) Explanation of financial effect figure

*In FY23, the average price of a unit of electricity in India was INR 10.60, but by FY24, this had increased to INR 11.79, which shows an 11% increase. We estimated an 11% 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 (FY23) – 10.60 • Cost per unit (FY24) – 11.79 • % Change – 11% • India total energy FY24 (kWh) – 14,199,086 • Electricity cost at FY24 price – 11.79 * 14,199,086 167,407,223 INR Cumulative cost over the next three years assuming an 11% increase (INR): • Year 1 (FY2025): 167,407,223 * 1.11 (an 11% increase) 185,822,019 • Year 2 (FY2026): 185,822,019 * 1.11 206,262,440 • Year 3 (FY2027): 206,262,440 * 1.11 228,951,309 Potential financial impact figure: Total (INR) 185,822,019 (Year 1) 206,262,440 (Year 2) 228,951,309 (Year 3) 621,035,768 INR 621,035,768 INR * 0.012 (USD exchange rate) 7,452,429 USD *Note: 1 INR 0.012 USD in 2024*

(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 14,182,155.45. This is the sum of the following figures: Solar Energy Cost (USD 952,321) Green tariff (USD 3,312/yr) FY23 Energy initiatives (USD 162,690.50) 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) USD 14,182,155.45

(3.1.1.29) Description of response

To mitigate the risk of increased operating costs from rising energy prices and an unpredictable 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 569.99 to 105.76 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 increased our renewable energy consumption from 1,768.43 MWh in FY23 to 5,306.35 MWh in FY24 through investments in solar, RECs, and green tariffs for our offices, resulting in a 15% reduction in our Scopes 1 and 2 market-based emissions.

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

☑ India
☑ Qatar
☑ Canada
☑ Mexico
☑ Sweden
☑ Sri Lanka
☑ Netherlands
☑ Switzerland
☑ United Arab Emirates
☑ United States of America
☑ Germany
☑ Hungary
☑ Malaysia
☑ Australia
☑ Singapore
☑ United Kingdom of Great Britain and Northern Ireland

(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 FY24, we saw requests for CDP submissions increase by 533%. In FY24, we had 105 sustainability information requests (46% increase from FY23, with 69 clients). This accounted for 26% of our client base and 64% of our revenue in FY24. 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 64% of our revenue in FY24, 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 (64%) is multiplied by the company's FY24 revenue, resulting in the anticipated financial impact of USD 1.088B.

(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)

1088000000

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

1088000000

(3.1.1.25) Explanation of financial effect figure

*Our client base accounts for 100% of our revenue. In FY24, Virtusa clients who requested sustainability information, including performance in reporting indices such as CDP and EcoVadis, represented 64% of our revenue. Therefore, an estimated range of around 64% of our annual revenue could be impacted by shifting consumer preferences. The following calculation was used: USD 1.7billion (FY24 revenue) / 100 * 64 (64% of revenue) USD 1,088,000,000*

(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

719311.41

(3.1.1.28) Explanation of cost calculation

The cost of the response (USD 719,311.41) 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 48,190.46) Investment in sustainability service offerings (USD 150,000) Investment in cloud platform to manage ESG KPIs (USD 329,415) Emissions and ESG report verification costs (USD 20,787) REC Purchases (USD 32,918.95) PPA for Chennai Navalur (USD 56,000) USD 719,311.41

(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. In 2023, we committed to the SBTi and submitted two targets: a Near-term and a Net Zero target. We are also evaluating vendors to develop a climate scenario risk analysis and low carbon transition plan. 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. As we progressed towards FY24 we have further enhanced our offerings focusing on 4 main areas: regulatory & compliance reporting, decarbonization, climate & 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 a maintained CDP score of "A-" in 2023, an EcoVadis rating from Silver to Gold in 2023, 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 increased our renewable energy consumption from 1,768.43 MWh in FY23 to 5,306.35 MWh in FY24 through investments in solar, RECs, and green tariffs for our offices, resulting in a 15% reduction in our Scope 1 and Scope 2 market-based emissions.
[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)

1088000000

(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)

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

*Our client base accounts for 100% of our revenue. In FY24, Virtusa clients who requested sustainability information, including performance in reporting indices such as CDP and EcoVadis, represented 64% of our revenue. Therefore, an estimated 64% of our FY24 revenue was exposed to shifting consumer preferences. The following calculation was used: USD 1.7 billion (FY24 revenue) / 100 * 64 (64% of revenue) USD 1,088,000,000*

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 updated the analysis information in FY24. 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, 2023, to March 31, 2024. 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 1,124,190 square feet. The total asset value of these vulnerable sites are approximately USD 75 million. The total area of our overall company portfolio is 1,529,197 square feet. 1,124,190 / 1,529,197 0.735 74% 74% of our facilities are vulnerable to extremely high 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.

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)

1381433.36

(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 FY23, the average price of a unit of electricity in India was INR 10.60, but by FY24, this had increased to INR 11.79, which shows an 11% increase. Our total energy consumption in India for FY24 was 14,199,086 (526.245 MWh [distributed generation] electricity); out of which 9,764,160 KWh was from non-renewable energy sources. 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. Alternatively, 4,434,926 KWh was from renewable energy (1,731,205 KWh [on-site solar] 2,703,721 KWh [RECs]). The calculation for the OPEX exposed to climate-related risks is as follows: India Energy Costs (INR) • Cost per unit (FY24) – 11.79 • India total energy FY24 (KWh) - 14,199,086 • Total energy from non-renewable sources FY24 (KWh) - 9,764,160 • Electricity cost for non-renewable energy at FY24 price – 11.79 * 9,764,160 KWh 115,119,446.4 INR 115,119,446.4 * 0.012 (USD exchange rate) 1,381,433.36 USD *Note: 1 INR 0.012 USD in 2024 % of total financial metric calculation: USD 1,381,433.36 / 328,000,000 (Virtusa's total FY24 OPEX) 0.004*
[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:* ☑ 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

☑ Sri Lanka

(3.6.1.8) Organization specific description

We have seen a steady increase in energy prices in most locations where we operate. Our pre-pandemic energy costs were 4 million a year. In 2020, the average price of a unit of electricity in India was INR 9.93, but by FY24, this had increased to INR 11.79. In addition, in Sri Lanka, where we have the second largest footprint, the price per unit of energy increased from LKR 47.00 in FY23 to LKR 58.27 in FY24. As we anticipate this trend to continue at least for the next three years, the ability to reduce our indirect (operating) costs through resource efficiency in buildings and infrastructure was identified as a key climate-related opportunity for Virtusa. 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 January 2023, we committed to the SBTi's Net Zero Standard and submitted two targets later that year: 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.

(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 January 2023, we committed to the SBTi's Net Zero Standard and submitted two targets later that year: a Near-Term Target and a Net Zero Target. To support our transition to a low-carbon economy, we are in the process of selecting a vendor to assist with our climate scenario analysis and develop a transition plan that aligns with a 1.5C world. 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)

908627.69

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

908627.69

(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 FY24 solar usage: Year 1: RE units (1,731,205 KWh) X FY24 cost of electricity in India (11.79) * 11% increase in India price per unit of electricity from FY23 to FY24 (1.11) INR 22,656,107 Year 2: RE units X 11.9*(1.11)2 INR 25,148,278 Year 3: RE units X 11.9*(1.11)3 INR 27,914,589 Total: 22,656,107 (Year 1) 25,148,278 (Year 2) 27,914,589 (Year 3) INR 75,718,974 INR 75,718,974 * 0.012 USD 908,627.69 *Note: 1 INR 0.012 USD in 2024*

(3.6.1.24) Cost to realize opportunity

818680.9

(3.6.1.25) Explanation of cost calculation

The cost to realize this opportunity (USD 818,680.9) includes: • Energy efficiency initiatives (USD 298,848.95) • Investment in RE (PPA and RECs) (USD 88,918.95) • Schneider partnership (USD 430,913) USD 818,680.9

(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 FY24, we estimate helped save 105.76 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. Cloud usage reports estimate that this has helped to reduce emissions to 105 MtCO2e. In FY24, we reduced data center real estate by 60% and estimate that this will help to save 148,529 kWh of energy annually at Campuses in Hyderabad and Chennai and estimated annual monetary savings of USD 15,718.71. • 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 1,768.43 MWh in FY23 to 5,306.35 MWh in FY24 through investments in solar, RECs, and green tariffs for our offices, resulting in a 15% reduction in our Scope 1 and Scope 2 market-based emissions. In Sri Lanka, we engaged with SLASSCOM to help employees obtain solar panels at concessionary rates to overcome the country's energy crisis.

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

☑ India
☑ Qatar
☑ Canada
☑ Mexico
☑ Sweden
☑ Sri Lanka
☑ Netherlands
☑ Switzerland
☑ Germany
☑ Hungary
☑ Malaysia
☑ Australia
☑ Singapore
☑ United Kingdom of Great Britain and Northern Ireland

☑ United Arab Emirates

☑ United States of America

(3.6.1.8) Organization specific description

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 FY24, we saw requests for CDP submissions increase by 533%. In FY24, we engaged with 26% of our client base (69 clients) via these channels [gathering ESG data and requests for information for CDP and EcoVadis on Virtusa's sustainability program], accounting for 64% 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.

(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 64% of our revenue in FY24. As we continue to implement actions towards enhancing our sustainability efforts, we could potentially increase company revenue by 64%.

(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)

1088000000

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

1088000000

(3.6.1.23) Explanation of financial effect figures

*Our client base accounts for 100% of our revenue. In FY24, Virtusa clients who requested ESG information, including performance in reporting indices such as CDP and EcoVadis, represented 64% of our revenue. Therefore, shifting consumer preferences could cause up to 64% of our annual revenue to be impacted. The following calculation was used: [1.7billion (FY24 revenue) / 100] * 64 (64% of revenue) 1,088,000,000*

(3.6.1.24) Cost to realize opportunity

2830392.46

(3.6.1.25) Explanation of cost calculation

The total cost to provide more sustainable service offerings is USD 2,830,392.46. 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 20,787) • Investment in sustainability service offerings (USD 150,000) • ISO 14001 certification (USD 48,190.46) • Investment in R&D (USD 2.2million) • SBTi validation cost (USD 15,500) USD 2,830,392.46

(3.6.1.26) Strategy to realize opportunity

Virtusa's Code Green Philosophy, rooted in "engineering with purpose," solutioning underpins efforts focusing on three key pillars: 1. Green Facilities 2. Green Delivery 3. Green Products and Services By incorporating these pillars, Virtusa not only enhances its sustainability efforts but also empowers its clients to achieve their own environmental goals. In line with these goals, in January 2023, Virtusa committed to the SBTi's Net Zero Standard and submitted two targets later that year: a Near-Term Target and a Net Zero Target. In FY23, we introduced a new line of sustainability service offerings targeted at supporting the transition to a low-carbon economy through innovative technology. As we progressed towards FY24 we have further enhanced our offerings focusing on 4 main areas: regulatory & compliance reporting, decarbonization, climate & nature risk, and sustainability interventions in products and services. Virtusa invested USD 150,000 towards these sustainability service offerings. 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. We help our clients meet their sustainability goals, assess and measure critical KPIs through digital transformation, modernization of their platforms, data and analytics. Virtusa invested USD 329,415 towards our cloud platform to manage our ESG KPIs. In FY23, we launched HIVE, Virtusa's solution innovation factory as a part of our tech transformation initiative. HIVE focuses on the research and development of re-usable IPs, solutions and accelerators aimed at driving optimizations. With a singular agenda of reducing effort, time and cost, these assets repurpose human power towards strategic business initiatives and assist in redefining business process orchestrations. Hence, Virtusa's assets and accelerators cater to the imperatives of green and sustainability paradigms by keeping resources consumption under check. Consequently, it translates into reducing energy consumption and carbon footprints. In FY24 we continued our investment with another USD 2.2 million in HIVE.
[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)

3649073.36

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

Select from:

☑ 1-10%

(3.6.2.4) Explanation of financial figures

The total cost of Virtusa's actions to realize climate-related opportunities we identified in FY24 is USD 3,649,073.36. Cost of Opp 1: USD 818,680.9 Cost of Opp 2: USD 2,830,392.46 Virtusa's total FY24 OPEX: USD 328,000,000 Opp 12 Total Cost / Total FY24 OPEX 1.1% 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). The cost to realize this opportunity (USD 818,680.9) includes: • Energy efficiency initiatives (USD 298,848.95) • Investment in RE (PPA and RECs) (USD 88,918.95) • Schneider partnership (USD 430,913) 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 2,830,392.46. 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 20,787) • Investment in sustainability service offerings (USD 150,000) • ISO 14001 certification (USD 48,190.46) • Investment in R&D (USD 2.2million) • SBTi validation cost (USD 15,500)

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)

1088000000

(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 FY24, Virtusa clients who requested sustainability information, including performance in reporting indices such as CDP and EcoVadis, represented 64% of our revenue. Therefore, an estimated 64% of our annual revenue could be impacted by shifting consumer preferences. The following calculation was used: Maximum: USD 1.7 billion (FY24 revenue) / 100 * 64 (64% of revenue) 1,088,000,000*
[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:* ☑ Yes
Biodiversity	*Select from:* ☑ 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

☑ 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

☑ Reviewing and guiding annual budgets

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Overseeing and guiding public policy engagement

☑ Overseeing and guiding major capital expenditures

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring compliance with corporate policies and/or commitments

☑ Overseeing and guiding the development of a climate transition plan

☑ 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: Climate-related risks are integrated into Virtusa's enterprise risk management process. 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.

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. 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:

☑ No, but we plan to within the next two years

(4.2.4) Primary reason for no board-level competency on this environmental issue

Select from:

☑ Other, please specify **:**Being evaluated

(4.2.5) Explain why your organization does not have a board with competence on this environmental issue

Our management company, EQT AB, has relevant expertise and actively provides guidance on our climate change program and sustainability strategy. For example, 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. EQT AB oversees climate competency on our board. In addition, the board is guided on climate change through our independent director on the board as well as the chair of the Sustainability Committee.
[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:* ☑ Yes
Biodiversity	*Select from:* ☑ 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. For example, 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. 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. The CEO is also responsible for 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) and members of our Executive team, such as the CFO, 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 conservation (corporate social responsibility) activities or achievements, etc. 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 and Life to our Mangroves project in partnership with Biodiversity Sri Lanka. Our approximate investment in these programs in FY24 was USD 20,375 and USD 19,101, respectively.

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. 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 enterprise 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 enterprise 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 two board representatives (Chairperson of the Audit Committee and our CEO) and members of our Executive team, such as the CFO, 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 reports directly to the CFO and is responsible for managing our climate strategy through target setting, reducing our environmental footprint, and communicating with internal and external stakeholders. They provide quarterly briefings on Virtusa's climate strategy and performance to the Sustainability Committee and CFO via consolidated reports and presentations. He provides updates to the board when required. 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. Rationale: 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 also includes supporting internal and external activities for public private partnerships. For example, he represents Virtusa on the board of the UN Global Compact Network Sri Lanka and is also a board advisor to their Water and Ocean Stewardship Working Group. As a member of the SLASSCOM ESG Committee, he helps to formulate the ESG strategy for the IT industry in Sri Lanka.

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 reporting 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, we are looking at strengthening and streamlining the sustainability assessment during vendor onboarding and incorporating it into Virtusa's procurement policy to align with industry best practices.
[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

0

(4.5.3) Please explain

We provide both monetary and non-monetary benefits as incentives for behavioral change and attainment of targets related to climate change management. However, Virtusa has not yet quantified the percentage of monetary incentives linked to managing climate change issues in FY24. We plan to quantify these incentives within the next two years.
[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

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) Emissions reduction target (2) Energy reduction target (3) Efficiency target (4) Behavior change related indicators and (5) 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 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

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

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 LED and improvements to HVAC systems. In FY24 we continued to invest in improvements to our HVAC systems and focus on obtaining more renewable energy for our operations. In FY24, we signed a PPA to obtain 1MW of RE annually for our Navalur campus and obtained RECs/EACs for 2024 for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Qatar, Singapore, Sri Lanka, UAE, UK, and USA. We also switched the energy plan at our technology center in Munich, Germany to obtain 100% renewable energy including hydropower through green electricity tariff. These measures contributed to increasing our overall renewable energy consumption by 200% from 1,768.43 MWh in FY23 to 5,306.353 MWh in FY24. 5,306.353 MWh - 1,768.43 MWh 3,537.923 3,537.923 / 1,768.43 MWh 200.06%

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:

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

(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 Environment Day 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: ☑ 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: Emissions Policy: We track and reduce emissions, aligning with the Paris Agreement through collaborative technologies and optimized travel routes. Energy Policy: Maintaining ISO-compliant systems, we aim for 100% renewable energy by 2030, optimizing usage and investing in efficiency. Water and Resource Use Policy: We reduce our water footprint, ensure workplace WASH services, and invest in recycling technologies. Waste Management Policy: Prioritizing waste reduction and recycling, we adhere to legal disposal standards and minimize plastic use. Biodiversity and Environmental Conservation Policy: Enhancing biodiversity, we respect protected areas and conserve water bodies. Supply Chain and Procurement Policy: Collaborating to reduce footprints and align with Paris Agreement goals. Legal and Compliance Policy: Complying with laws and obtaining ISO 14001, we conduct aligned risk assessments. Collaboration and Engagement Policy: Partnering on climate research and conservation, internal engagement supports Paris Agreement goals.

(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 6 local networks: US, India, Sri Lanka, Australia, Singapore, and the UK. 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. As part of our long-term emissions reduction targets, Virtusa commits 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 (after the CDP reporting year) 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 Stater 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 FY24, we presented a webinar in collaboration with SLASSCOM - Harnessing technology to mitigate impacts of the climate crisis in Sri Lanka.
[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. Dashboards and leader boards show the performance of each technology center on environmental KPIs. (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 2024, we received a Gold EcoVadis Medal for our ESG performance, with a score of 90/100 in the Environment category. (4) Engage with industry organizations: We have a been a member of UN Global Compact (UNGC) since 2008 and are on the board and the steering committee of UNGC Sri Lanka. We also expanded our UNGC participation to the UK, Singapore, and Australia in FY23 in addition to the previous memberships in the US, Sri Lanka, and India. 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]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

	Environmental issues the policy, law, or regulation relates to
Row 1	*Select all that apply* ☑ Climate change

[Add 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. 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, aimed at restoring 35.5 hectares in the Anawilundawa Wetland Sanctuary 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 USD 19,101.12.

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

16348.31

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

Virtusa's funding is inclusive of membership fees. This amount of 2,910,000LKR (around USD 16,348.31) included 5 years of membership, and contributions towards biodiversity projects: 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. In 2022, Virtusa developed an ESG Starter Kit, which can help SLASSCOM member companies get started on sustainability. The Starter Kit has been rolled out to 310 SLASSCOM member-companies (large, medium, and small startups) so that they could get started on their ESG journey. We also presented the "SLASSCOM Start Your ESG Journey" webinar in November 2022.In 2023, we organized a webinar in collaboration with SLASSCOM on harnessing technology to mitigate the impacts of the climate crisis in Sri Lanka.

(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

☑ 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

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Content of environmental policies

(4.12.1.6) Page/section reference

pp. 13-16, 30-36

(4.12.1.7) Attach the relevant publication

virtusa-corp-sustainability-report-2022-23.pdf

(4.12.1.8) Comment

The FY23 Sustainability report was prepared in accordance with the GRI Standards and aligned to the Taskforce on Climate-related Financial Disclosures (TCFD). The report is also our Communication on Progress (COP) to the UN Global Compact and incorporates SASB requirements for the Technology & communication sector – Software and IT Services Standard. We are currently in the process of developing our FY24 Sustainability report.

Row 2

(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

☑ Emissions figures

☑ Emission targets

(4.12.1.6) Page/section reference

pp. 3-29

(4.12.1.7) Attach the relevant publication

Virtusa Corp. Sustainability Databook 2022-23.pdf

(4.12.1.8) Comment

The FY23 Databook supports our FY23 Sustainability Report and includes data across topics including emissions, energy, carpooling, water, and waste, as well as social and governance data. The Databook includes references to relevant TCFD disclosures, as well as indexes for: the UN Global Compact Principles, SASB, and GRI. We are currently in the process of developing our FY24 Databook alongside our FY24 Sustainability Report.
[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

☑ Customized publicly available climate transition scenario, please specify :Indian and Sri Lankan Nationally Determined Contributions (NDCs)

(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:

☑ 1.6ºC - 1.9ºC

(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

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

As per the NDCs, the urban population in India is expected to grow by 10% by 2030, which will increase the demand for energy, water, and waste disposal. In addition, India aims to reduce the emissions intensity of its GDP by 33-35% by 2030 from 2005. There is also a focus on new regulations concerning the energy efficiency of buildings (Energy Conservation Building Code (ECBC) and waste management. The NDCs project that, in Sri Lanka, annual electricity demand will increase by 4% on average, while the energy sector has a 20% GHG emission reduction target. Inputs: Our scenario analysis focused on Virtusa's main geographies of operation (India and Sri Lanka) and the corresponding NDCs for these countries. Time horizons: The years 2030 and 2050 were considered part of our scenario analysis, in line with our definitions of medium-term and long-term (3-10 years and 10-30 years), respectively.

(5.1.1.11) Rationale for choice of scenario

We conducted our climate scenario analysis using the Indian and Sri Lankan Nationally Determined Contributions (NDCs) because more than 90% of our footprint is located in these countries. Physical risks: As extreme weather events can impact our business operations and long-term resource shortages can increase operational costs, we used the USAID and IPCC Fifth Assessment reports to identify physical risks for our facilities operations in North America, India, and Sri Lanka. Transition risks: We used the NDCs to identify risks from potential regulations and changes to the energy mix in India and Sri Lanka.

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:

☑ No SSP used

(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

(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. As of FY24, we have not fully completed our analysis of RCP1.9. This is partly attributable to a lack of available data and research around the scenario. However, we have taken the first steps to engage vendors to conduct a climate-related scenario analysis and assist with developing a transition plan that aligns with a 1.5C world. Thus far, we have utilized projections from the IPCC's Climate Change: Impacts, Adaptation and Vulnerability report and USAID Climate Profiles for India and Sri Lanka to support our analysis of RCP 1.9 for Virtusa's climate-related scenario analysis. To further expand on this, Virtusa is considering other scenarios to help better our understanding of the climate-related risks and opportunities it may be exposed to. We have been engaging with vendors to conduct a climate-related scenario analysis and assist with developing a transition plan that aligns with a 1.5C world.

(5.1.1.11) Rationale for choice of scenario

We selected RCP 1.9 as it focuses on limiting warming to below 1.5C and aligns with the goal of the Paris Agreement. RCP 1.9 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 RCP 1.9 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 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ No SSP used

(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

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

Macro and microeconomy

☑ Domestic growth

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The assumption under the RCP 4.5 scenario is that emissions peak by 2040 and temperatures increase between 2 and 3 degrees Celsius above pre-industrial levels by the end of the century. Acute and chronic physical risks increase moderately in this scenario, combined with relatively slow economic and social development.

(5.1.1.11) Rationale for choice of scenario

We chose to assess RCP4.5 because it is an intermediate scenario. RCP 4.5 represents one of IPCCs (Intergovernmental Panel on Climate Change's) intermediate stabilization pathways and is a moderate scenario in which emissions peak around 2040 and then decline. As of FY24, we have not fully completed our analysis of RCP4.5. However, we have taken the first steps to engage vendors to conduct a climate-related scenario analysis and assist with developing a transition plan that aligns with a 1.5C world. Having gained a preliminary understanding of the scenario and the risks and opportunities it poses to Virtusa, we plan to assess in more depth to see how the scenario could affect our business operations in the long term.

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:

☑ No SSP used

(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

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0ºC and above

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The assumption under the RCP 8.5 scenario is that that emissions will continue increasing throughout the century, leading to temperature increases of above 4 degrees Celsius by 2100. Acute and chronic physical risks increase substantially in this scenario, causing high costs for adaptation to extreme weather events and other climate impacts.

(5.1.1.11) Rationale for choice of scenario

We chose to assess RCP8.5 because it is a high emissions scenario. RCP 8.5 is the highest baseline emissions scenario in which emissions continue to rise throughout the twenty-first century. As of FY24, we have not fully completed our analysis of RCP8.5. However, we have taken the first steps to engage vendors to conduct a climate-related scenario analysis and assist with developing a transition plan that aligns with a 1.5C world. Having gained a preliminary understanding of the scenario and the risks and opportunities it poses to Virtusa, we plan to assess in more depth to see how the scenario could affect our business operations in the long term.

[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

(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

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 75% of our real estate. Based on our FY24 Scope 1 and 2 (market-based) emissions in India of 8,918.16 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 estimate potential carbon taxes of USD 445,908-891,816 over short and medium time horizons. To address this, Virtusa decided to set an SBTI-approved target to reduce Scope 1 and 2 emissions by 75%, and Scope 3 emissions by 42% by 2030, and prioritize investments in renewable energy such as solar and wind. Investment in renewable energy, 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. The IPCC AR5, RCP4.5 and RCP8.5 highlight increased physical risks such as extreme storms, heatwaves and flooding, posing threats to employee health, and disruptions to our supply chain in India, Sri Lanka, and North America. Our facilities have previously experienced extreme weather events, including the 2015 Chennai floods and are susceptible to future chronic risks. 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. In FY22, we conducted a Water Stress Analysis and implemented water efficiency measures in our Sri Lanka and India facilities. We updated this the Analysis information in FY24, where we added new locations for the Water Stress Analysis and re-evaluated 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 73% of our operations are in locations of water stress. Only the Navalur campus uses fresh water for cooling towers, as the Hyderabad campuses have air-cooled chillers. Our operations do not affect water sources significantly, as the sources are neither in designated protected areas nor have high biodiversity value. Water sources with total dissolved solids that measure less than 1,000 mg/L are considered freshwater. To address water-related challenges, we actively participate in water stewardship forums and initiatives, including the UNGC Water Stewardship Group and engaging in the UNGC 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 annual 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?

(5.2.1) Transition plan

Select from:

☑ No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☑ Other, please specify **:**SBTi target approval was prioritized in FY24

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

In FY22, we established our sustainability strategy for 2021 to 2030 by developing objectives, goals, strategies, and measures (OGSM). This strategy includes creating a net zero transition plan, which involves setting Science-Based Targets aligned with a 1.5C pathway and implementing a corresponding action plan.

Accordingly, in FY24 we prioritized our SBTi target development and submission. Following the reporting year for this CDP response, in June 2024, SBTi approved Virtusa's 1.5C aligned Near-Term (reduce absolute Scope 12 GHG emissions by FY2030) and Net-Zero targets. In FY25 we have turned our attention to prioritizing the development of a formalized transition plan that aligns with a 1.5C World, which we expect to complete by FY26. We are engaging with vendors to assist us in completing this work, which will include a climate-related scenario analysis and a transition plan.
[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. Our consultants are better equipped with knowledge and technology to understand and cater to an evolving sustainability landscape. 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. We help our clients meet their sustainability goals, assess and measure critical KPIs through digital transformation; and modernize their platforms, data and analytics. We have partnered with data analytics providers like expert.ai, Cognite, InfoZech, Power BI, and Tableau to bring in the best analytical solutions for both structured and unstructured data across Banking and Financial Services (BFS) and non-BFS clients. Our cloud native partners include AWS, GCP, Azure, Pega, and Salesforce enabling us to leverage and integrate partner ecosystem throughout the value chain of our clients' business.

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, 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. 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 59% to 62% in FY23, and our Colombo facility's coverage increased from 26% to 39% (68,146 sq. ft.). We divested older offices in Colombo and acquired new space, resulting in an additional 13,146 sq. ft. rated LEED Gold in addition to the existing 55,000 sq. ft. certified for LEED Silver. Additionally, our Gurugram facility (35,559 sq. ft.) has obtained LEED Platinum certification. With these new additions, we have exceeded our threshold for success, now having 62% of our real estate certified for LEED. We are also currently in the process of obtaining LEED Zero for our Campus in Navalur.

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, which is mandated with enhancing engineering excellence, improving productivity, and obtaining resource efficiencies. 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.

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. While we believe employee energy efficiency continued to improve in FY24, it is hard to quantify when many employees are still working remotely, especially now that remote work is the norm. 2) To achieve our target of obtaining 100% of our energy from renewable sources by 2030, we have increased our renewable energy consumption from 1,768.43 MWh in FY23 to 5,306.35 MWh in FY24 through investments in solar, RECs, and green tariffs for our offices, resulting in a 15% reduction in our Scope 1 and Scope 2 market-based emissions.
[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

☑ Assets

☑ Revenues

☑ Access to capital

☑ Capital allocation

☑ Liabilities
☑ Direct costs
☑ Indirect costs
☑ Capital expenditures
☑ Acquisitions and divestments

(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 64% of our revenue in FY24. 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. Our cloud service offerings accounted for 6.6% of our total revenue in FY24. During FY24, we continued to migrate 100% of applications (production) to the cloud. Cloud usage reports estimate that this has helped to reduce emissions from 534 to 105 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 10.60, but by FY24, this had increased by 11% to INR 11.79. 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 445,908-891,816 based on our Scope 1 and 2 (market-based) emissions of 8,918.16 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 FY24, 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
	Select from: ☑ No, but we plan to in the next two years

[Fixed row]

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

(5.10.1) Use of internal pricing of environmental externalities

Select from:

☑ No, but we plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

☑ No standardized procedure

(5.10.4) Explain why your organization does not price environmental externalities

Virtusa currently does not have a standardized process for carbon pricing. The carbon impact of a project is based on the seed cost, and we have a pricing model we use to calculate this. In addition to the seed cost, we look at the carbon impact of a project and create a costing for that.
[Fixed 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.

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 53% 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 thresholds 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

☑ Procurement spend

(5.11.2.4) Please explain

As part of the SBTi target setting process, all upstream purchases were evaluated based on spend, and emissions mapped using CEDA emission factors. We used this process to identity 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 Guidelines 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."
[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:
☑ Other, please specify **:**Complying with regulatory requirements

(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:
☑ 100%

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

Select from:

☑ 51-75%

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

Select from:

☑ 26-50%

(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:

☑ Unknown

(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

Virtusa's processes to engage non-compliant suppliers include developing targets and action plans for compliance, and reintegration into the value upon meeting these targets and actions. If suppliers don't improve after these measures, then they would be excluded. All of our suppliers are required to comply with mandatory local laws and regulations as part of doing business with us, such as Consent to Operate (CTO) in India, which is checked as part of our procurement. due diligence

The CTO is a certificate from the Pollution Control Board of various states in India, which allows businesses to operate after their Consent to Establish is approved. The CTO covers emissions and waste disposal and is designed to conserve and protect natural resources. CTO is only applicable for suppliers based in and operating in India but 100% of our suppliers are required to comply with the regulations of their jurisdictions. Additionally, per our procurement guidelines for IT hardware, all devices including laptops, servers, endpoints, and network, must meet standards set by the Electronic Product Environmental Assessment Tool (EPEAT) ecolabel from the Green Electronic Council. In accordance with EPEAT, the products are evaluated against a set of environmental performance criteria (e.g., energy efficiency, materials, packaging, and end-of-life management). We procure IT hardware only from suppliers that comply with these criteria.
[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

Information collection
☑ Collect environmental risk and opportunity information at least annually from 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:
☑ 51-75%

(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%. Despite technical challenges that hindered the initial launch of the survey, the number of survey responses in FY24 represented an increase in engagement compared to the previous fiscal year FY23 where we achieved a 78% engagement rate. The participation of our suppliers in completing and responding to the survey provides Virtusa with valuable insights into the environmental, social, and governance performance of our top suppliers. 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.

(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 FY24, we engaged with 26% of our client base (69 clients) via these channels, accounting for 64% 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 FY24, we saw requests for CDP submissions increase by 533%. In addition, we had 5,675 total visits and 5,084 unique visitors to the corporate sustainability pages during the last six months of the 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

We define the measure of success of this engagement as a 20% increase in number of ESG requests through RFPs, CDP and EcoVadis compared to the previous year. In FY24, we saw this number increase by 18% since FY23 (600% since FY20). In FY24, we engaged with 26% of our client base (69 clients) in gathering ESG requests, accounting for 64% of our revenue, and therefore covering a majority of our clients/investors by revenue. 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. 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.

(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]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 2

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 3

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 4

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 5

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 6

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 7

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 8

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 9

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 10

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 11

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 12

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 13

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 14

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 15

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 16

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 17

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 18

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 19

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 20

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Promote collective action

☑ Other collective action, please specify

(5.12.5) Details of initiative

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(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)
☑ Reduction of own operational emissions (own scope 1 & 2)
☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

Row 21

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply
☑ Climate change

(5.12.4) Initiative category and type

Promote collective action
☑ Other collective action, please specify

(5.12.5) Details of initiative

Key areas for collaboration include: - SBTi Net Zero: In FY24 Virtusa committed to reach net zero across the value chain by FY2040. As part of this commitment, we set a near-term target to reduce absolute scope 1&2 GHG emissions 75% by FY2030 from a FY2020 base year. We also 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 Achieving net zero is a collaborative effort that requires strategic planning and execution and in line with this, we seek collaborative opportunities on joint sustainability projects. This may include the energy/waste reduction initiatives, co-development of low carbon products and investment in renewable energy projects. -Environmental standards and best practices training: The ever-evolving sustainability landscape poses challenges for many companies, especially with new regulations and reporting standards. This can be overcome through shared resources, and joint training programs on best practices and lessons learned. Virtusa has membership in several industry and private associations such as the UNGC which provides extensive training resources. Refer to page 65 of the FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf - Digital engineering: We launched a sustainability services arm in FY23. This new division leverages advanced technologies and partnerships to assist our clients in achieving their sustainability objectives. Refer to page 11 of FY23 Sustainability Report: https://www.virtusa.com/content/dam/virtusa/flyers-brochures/shared/compliance/virtusa-corp-sustainability-report-2022-23.pdf. Note: As this initiative is still in the early stages, we are not able to report the estimated lifetime CO2e savings.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of customers' operational emissions (customer scope 1 & 2)

☑ Reduction of own operational emissions (own scope 1 & 2)

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

As these initiatives are still in the early stages, we are not able to report the estimated lifetime CO2e savings.

[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

(5.13.1) Environmental initiatives implemented due to CDP Supply Chain member engagement

Select from:

☑ No, but we plan to within the next two years

(5.13.2) Primary reason for not implementing environmental initiatives

Select from:

☑ Other, please specify

(5.13.3) Explain why your organization has not implemented any environmental initiatives

Between FY20 and FY24, we saw requests for CDP submissions increase by 533%. In FY24, we had 105 sustainability information requests, 46% increase from FY23, with 69 clients. Additionally, we've had clients include sustainability-related clauses in their MSAs with Virtusa around carbon neutrality, waste management, public disclosure to CDP, and EcoVadis, etc. While this increased interest in sustainability has influenced our decision to launch our stainability services arm in FY23, we are unable to directly link it to a particular CDP Supply Chain member engagement at the moment. We are in discussion with several CDP Supply Chain members on possible collaboration opportunities, which we may be able to report on in future CDP submissions.
[Fixed row]

(5.13.1) Specify the CDP Supply Chain members that have prompted your implementation of mutually beneficial environmental initiatives and provide information on the initiatives.

Row 1

(5.13.1.4) Initiative ID

Select from:

☑ Ini1

[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?
	Select all that apply ☑ No

[Fixed row]

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

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☑ Yes, a change in methodology

☑ Yes, a change in boundary

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

During the previous year, we used the Quantis Scope 3 Evaluator tool provided by the GHG Protocol to estimate the emissions from employee commute. Given the discontinuation of this service, for the current reporting year we have estimated the emissions using the average-data method based on the GHG Protocol Scope 3 Guidance. This year's inventory has been enhanced to include the following: Wastewater treatment (Scope 1) and WTT from company-owned fleet (Scope 3) - During the reporting year we submitted our near-term and long-term targets for SBTi validation. During the validation process, these two categories, which have low impact but nevertheless relevant to the reporting boundary, were identified. Hence, these categories have been included in the scope of reporting. Leased assets (Scope 3) - One of our owned facilities was leased out during the reporting period; hence, the emissions from this facility were removed from Scope 1 and 2 and are reported under Scope 3 Leased Assets for this report. Biogas production - Our campus in Chennai Navalur started producing biogas from food waste for internal consumption in June 2023. We estimate the emissions from this to be only 0.0007 MtCO2e (emissions factor- 0.00022 Biogas kg/kWh; Source - DEFRA 2023 - 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.
[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 **:**Greenhouse gas reporting: conversion factors 2022 (v 1.1) DEFRA UK 2023 Green-e® Residual Mix Emissions Rates (2021 Data): CRS RE-DISS Residual European Mix v1.0 European Residual Mix 2021 Supply Chain GHG EFs, US Industries&Commodities v1.2, US EPA

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

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ 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:
☑ Yes

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

Factor Creative LLC

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply
☑ Scope 1
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)
☑ Scope 3: Employee commuting

(7.4.1.3) Relevance of Scope 1 emissions from this source

Select from:
☑ Emissions are not relevant

(7.4.1.4) Relevance of location-based Scope 2 emissions from this source

Select from:
☑ Emissions are not relevant

(7.4.1.5) Relevance of market-based Scope 2 emissions from this source

Select from:

☑ Emissions are not relevant

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.7) Date of completion of acquisition or merger

11/08/2023

(7.4.1.8) Estimated percentage of total Scope 1+2 emissions this excluded source represents

0

(7.4.1.10) Explain why this source is excluded

Virtusa acquired Factor Creative LLC, a creative agency based in Walnut Creek, CA, in late 2023. It operates as a separate entity and has yet to be integrated into our GHG inventory. Virtusa has an integration/recalculation policy in line with the GHG Protocol, where 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.

(7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

Factor Creative LLC is a 100% remote work company; therefore it accounted for zero Scope 1 and Scope 2 emissions for Virtusa during the reporting year. We have not yet formally assessed Scope 3 emissions from remote work for this acquisition given our integration/recalculation policy. However, based on its scale of operation, we estimate that emissions from remote working are around 56 MtCO2e which is 0.12% (less than 1%) of our total Scope 3 emissions.
[Add row]

(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, waste 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.

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

03/30/2020

(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

03/30/2020

(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

03/30/2020

(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

03/30/2020

(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

03/30/2020

(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

03/30/2020

(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

03/30/2020

(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

03/30/2020

(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

03/30/2020

(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.

Scope 3: Other (downstream)

(7.5.1) Base year end

03/30/2020

(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)

1065.56

(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)

1045.6

(7.6.2) End date

03/30/2023

(7.6.3) Methodological details

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

10186.42

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

7852.59

(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.

Past year 1

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

9524.63

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

9480.97

(7.7.3) End date

03/30/2023

(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 2022-Year 2020.
[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)

27555.31

(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

Emissions from purchased goods and services were estimated based on the spend during the reporting period of FY24. The emission factors 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)

929.25

(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 FY24. 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)

4742.31

(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 the well-to-tank emissions from company-owned fleet, electricity, diesel, and natural gas usage. The emissions have been estimated based on the following emission factors: (1) T&D loss: International Energy Agency (IEA) - T&D Loss 2023- Year 2021 (2) WTT: Department for Environment Food and Rural Affairs (DEFRA) - WTT 2023

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

147.18

(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 that was imposed since the COVID-19 lockdowns. Emissions have been estimated based on these emission factors: (1) Road travel (distance-based method): Greenhouse gas reporting: conversion factors 2023 (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 v1.2, 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)

17.18

(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, wood, metal, and any other hazardous waste. Emissions have been estimated based on conversion factors 2023 (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)

7702.48

(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 2023 (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 v1.2, 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)

1655.3

(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 FY24 as a result of some employees being required to be in the office for specific client requirements or requests. 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)

220.84

(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 FY24. Emissions have been estimated based on utility bills (electricity and diesel energy) for the office. (1) Diesel: Conversion factors 2023 (Version 1.1) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. (2) Electricity: International Energy Agency (IEA), CO2 Emissions from Fuel Combustion 2023-Year 2021

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)

9111.91

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify **:**EcoAct Homeworking Emissions 2020 white paper

(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

03/30/2023

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

31960.63

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

2741.6

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

4346.64

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

116.62

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

0.65

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

9547.78

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

3260.6

(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)

0

(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)

9923.44

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

0

(7.8.1.19) Comment

In FY23, we significantly increased our Scope 3 boundary to align with SBTi requirements. 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. 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 2022 - Year 2020. - Well-to-Tank - Diesel Greenhouse gas reporting: conversion factors 2021 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. - Well-to-Tank - Natural gas Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. - Well-to-Tank - Electric Power Greenhouse gas reporting: conversion factors 2021 (Version 2.0) 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 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. • Waste Generated in Operations Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. • Business Travel - Air Travel Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK. - Rail Travel Greenhouse gas reporting: conversion factors 2022 (Version 2.0) 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. • 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. Emission Factor Sources: Capital goods: Estimated based on the spend on office equipment during the current reporting period (FY22). The emission factors have been sourced from 2020 DEFRA. Fuel and Energy Related Activities: Emissions from transmission and distribution (T&D) loss for energy obtained from the grid have been estimated based on the emission factors for T&D losses for the specific country. Waste Generated in Operation: Emissions from paper and plastic waste recycling have been estimated based on the recycling method (open-loop recycling or closed-loop cycling); DEFRA conversion factors 2021 Business Travel: Calculated Greenhouse Gas Emissions generated from air travel using the DEFRA conversion factors 2021; (Website: Greenhouse gas reporting: conversion factors 2021 - GOV.UK (www.gov.uk)) and Emission Factors for Greenhouse Gas Inventories (April 2021), United States Environmental

Protection Agency; Employee Commuting: Calculated Greenhouse Gas Emissions generated from road travel using the DEFRA conversion factors 2021; Other (Upstream): Calculated Greenhouse Gas Emissions generated from work from home using Anthesis white paper 2021 and IPCC, AR5 Climate Change 2014 Annex II.
[Fixed row]

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

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ 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

Virtusa_EY 2024 Scopes 1,2&3 Assurance Statement.pdf

(7.9.1.5) Page/section reference

p. 1-3, i-xi, xvii-xviii

(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 market-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

Virtusa_EY 2024 Scopes 1,2&3 Assurance Statement.pdf

(7.9.2.6) Page/ section reference

p. 1-3, i-xi, xvii-xviii

(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

Virtusa_EY 2024 Scopes 1,2&3 Assurance Statement.pdf

(7.9.3.6) Page/section reference

p. p. 1-3, xii-xvi

(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)

3566.19

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.34

(7.10.1.4) Please explain calculation

Currently, our campuses in Navalur and Hyderabad have on-site solar and our facilities 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 (3,566.19)/Previous year's emissions (10,526.57 MtCO2)) x 100 34%

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

185.77

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

1.76

(7.10.1.4) Please explain calculation

Emissions reductions activities such as datacenter downsizing and HVAC improvements helped us to avoid 44 MtCO2. Calculation method (Change in Scopes 1 2 due to reason (185.77 MtCO2) / Previous year's emissions (10,526.57 MtCO2)) x 100 1.76%

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

262.11

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

2.49

(7.10.1.4) Please explain calculation

In FY24, we carried out the following facility closures/downsizing: APAC: Exited multiple offices which accounted for 9% of our previous portfolio in Colombo. We estimate an annual energy saving of 320,404 kWh through this project. In addition, we exited our office in Malaysia which we estimate an annual savings of 2,868 kWh. Europe: We exited our office in Hungary, Budapest from which we estimate an annual saving of 561 kWh. AMERICA: We exited our Tampa, Florida office. We estimate an annual saving of 33,393 kWh. In addition, we downsized our offices in Indianapolis by 98% sqft and New York by 37% sqft from which we estimate an annual saving of 236,947 kWh. Calculation method (Change in Scopes 1 2 due to reason (262.11)/Previous year's emissions (10,526.57 MtCO2)) x 100 2.49%

Acquisitions

(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

Virtusa acquired Factor Creative LLC, a creative agency based in Walnut Creek, CA, late last year and has yet to be integrated into the inventory. Virtusa has an integration/recalculation policy in line with the GHG Protocol, where 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. Factor Creative LLC is also 100% remote work, therefore we estimate it accounts for zero Scope 1 and Scope 2 emissions.

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 492.012 m3 (3.34 MWh) of biogas usage during the reporting year. We estimate the emissions from this to be only 0.0007 MtCO2e (emissions factor- 0.00022 Biogas kg/kWh; Source - DEFRA 2023 - 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)

1063.29

(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)

0.37

(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)

1.89

(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)

12.16

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

9

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.13

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

3.12

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

2.46

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.86

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

2.24

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

0.21

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.14

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

0.08

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

0.12

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

828.86

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

8554.39

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

6617.58

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

1.28

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

0

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

2.13

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

1.68

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.77

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

0.64

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

0.65

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.26

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

0.34

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

0.24

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

20.54

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

15.56

Sri Lanka

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.66

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

1089.44

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

805.05

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0.23

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

0

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.58

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

7.34

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

5.38

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.9

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

13.15

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

17.59

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

213.39

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

479.37

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

375.75
[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 MEL HWT Tower

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-37.8243

(7.17.2.4) Longitude

144.95659

Row 2

(7.17.2.1) Facility

AU SYD St Martins Tower

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-33.86968

(7.17.2.4) Longitude

151.20568

Row 3

(7.17.2.1) Facility

IN BLR Brookfield

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

10.78

(7.17.2.3) Latitude

12.94309

(7.17.2.4) Longitude

77.68881

Row 4

(7.17.2.1) Facility

IN CHE DLF

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

38.48

(7.17.2.3) Latitude

13.08268

(7.17.2.4) Longitude

80.27072

Row 5

(7.17.2.1) Facility

IN CHE Navallur

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

239.435

(7.17.2.3) Latitude

12.84076

(7.17.2.4) Longitude

80.22709

Row 6

(7.17.2.1) Facility

IN GGN SP Infocity

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

29.577

(7.17.2.3) Latitude

28.51385

(7.17.2.4) Longitude

77.08679

Row 7

(7.17.2.1) Facility

IN HYD Campus

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

68.717

(7.17.2.3) Latitude

17.42997

(7.17.2.4) Longitude

78.33811

Row 8

(7.17.2.1) Facility

IN HYD The Capital

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

238.667

(7.17.2.3) Latitude

17.42211

(7.17.2.4) Longitude

78.34429

Row 9

(7.17.2.1) Facility

IN MUM Seepz

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

124.058

(7.17.2.3) Latitude

19.26657

(7.17.2.4) Longitude

72.96532

Row 10

(7.17.2.1) Facility

IN PUN EON

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

31.991

(7.17.2.3) Latitude

18.55051

(7.17.2.4) Longitude

73.95009

Row 11

(7.17.2.1) Facility

IN PUN Hinjewadi

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

39.178

(7.17.2.3) Latitude

18.60408

(7.17.2.4) Longitude

73.71675

Row 12

(7.17.2.1) Facility

IN THN G Corp

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

7.977

(7.17.2.3) Latitude

19.21833

(7.17.2.4) Longitude

72.97809

Row 13

(7.17.2.1) Facility

CA Halifax

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

5.128

(7.17.2.3) Latitude

44.64624

(7.17.2.4) Longitude

-63.57357

Row 14

(7.17.2.1) Facility

AE_Dubai

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

2.58

(7.17.2.3) Latitude

25.26952

(7.17.2.4) Longitude

55.30884

Row 15

(7.17.2.1) Facility

DE Frankfurt

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.14

(7.17.2.3) Latitude

50.13427

(7.17.2.4) Longitude

8.56556

Row 16

(7.17.2.1) Facility

DE MUC Welfen St

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

5.72

(7.17.2.3) Latitude

48.13513

(7.17.2.4) Longitude

11.58198

Row 17

(7.17.2.1) Facility

HU Budapest Regus

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.144

(7.17.2.3) Latitude

47.49791

(7.17.2.4) Longitude

19.04023

Row 18

(7.17.2.1) Facility

MY KUL The Horizon

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

3.137204

(7.17.2.4) Longitude

101.622484

Row 19

(7.17.2.1) Facility

MX JAL Guadalajara

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

20.698272

(7.17.2.4) Longitude

103.373597

Row 20

(7.17.2.1) Facility

NL_Utrecht

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.768

(7.17.2.3) Latitude

5.12142

(7.17.2.4) Longitude

52.09074

Row 21

(7.17.2.1) Facility

QA DOH REGUS

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.264

(7.17.2.3) Latitude

51.53104

(7.17.2.4) Longitude

25.28545

Row 22

(7.17.2.1) Facility

SG SNG Ascendas

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

1.33705

(7.17.2.4) Longitude

103.96749

Row 23

(7.17.2.1) Facility

SL CMB Virtusa World

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.661

(7.17.2.3) Latitude

6.94135

(7.17.2.4) Longitude

79.87918

Row 24

(7.17.2.1) Facility

SE GOT Gotgatan

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

57.70067

(7.17.2.4) Longitude

11.96822

Row 25

(7.17.2.1) Facility

SE STO Strandvagen

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

59.33257

(7.17.2.4) Longitude

18.06

Row 26

(7.17.2.1) Facility

UK LON Finsbury Square

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

7.896

(7.17.2.3) Latitude

51.52163

(7.17.2.4) Longitude

-0.085198

Row 27

(7.17.2.1) Facility

US IND Innovation Center

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

2.962

(7.17.2.3) Latitude

39.76702

(7.17.2.4) Longitude

-86.15625

Row 28

(7.17.2.1) Facility

US MIL Tasman

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

42.348

(7.17.2.3) Latitude

37.43466

(7.17.2.4) Longitude

-121.888463

Row 29

(7.17.2.1) Facility

US NYC 225 Liberty

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

88.464

(7.17.2.3) Latitude

40.75793

(7.17.2.4) Longitude

-73.98551

Row 30

(7.17.2.1) Facility

US PIS Corporate Place

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

25.512

(7.17.2.3) Latitude

40.50049

(7.17.2.4) Longitude

-74.39836

Row 31

(7.17.2.1) Facility

US SBR Suite 300

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

25.132

(7.17.2.3) Latitude

42.29169

(7.17.2.4) Longitude

-71.51519

Row 32

(7.17.2.1) Facility

US TAM Registry One

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.564

(7.17.2.3) Latitude

27.98146

(7.17.2.4) Longitude

-82.45114

Row 33

(7.17.2.1) Facility

US WIN Northfield

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

24.412

(7.17.2.3) Latitude

41.85278

(7.17.2.4) Longitude

-72.64379
[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).*	*123.83*
Row 2	*Use of company owned vehicles for employee transport.*	*11.16*
Row 3	*Natural gas used for building heating.*	*236.03*
Row 4	*Refrigerants used for building cooling.*	*694.53*
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 MEL HWT Tower

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

0.79

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

0.58

Row 2

(7.20.2.1) Facility

AU SYD St Martins Tower

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

11.38

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

8.47

Row 3

(7.20.2.1) Facility

IN BLR Brookfield

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

704.51

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

535.11

Row 4

(7.20.2.1) Facility

IN CHE DLF

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

1451.9

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

1098.83

Row 5

(7.20.2.1) Facility

IN CHE Navallur

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

1347.61

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

1057.44

Row 6

(7.20.2.1) Facility

IN GGN SP Infocity

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

156.83

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

122.87

Row 7

(7.20.2.1) Facility

IN HYD Campus

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

2586.85

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

1999.88

Row 8

(7.20.2.1) Facility

IN HYD The Capital

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

1203.6

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

956.2

Row 9

(7.20.2.1) Facility

IN MUM Seepz

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

320.4

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

241.89

Row 10

(7.20.2.1) Facility

IN PUN EON

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

313.02

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

241.75

Row 11

(7.20.2.1) Facility

IN PUN Hinjewadi

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

128.32

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

96.06

Row 12

(7.20.2.1) Facility

IN THN G Corp

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

341.35

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

267.55

Row 13

(7.20.2.1) Facility

CA Halifax

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

3.12

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

2.46

Row 14

(7.20.2.1) Facility

AE_Dubai

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

7.34

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

5.38

Row 15

(7.20.2.1) Facility

DE Frankfurt

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

0.15

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

0.21

Row 16

(7.20.2.1) Facility

DE MUC Welfen St

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

2.09

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

0

Row 17

(7.20.2.1) Facility

HU Budapest Regus

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

0.08

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

0.12

Row 18

(7.20.2.1) Facility

MY KUL The Horizon

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

1.28

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

1.28

Row 19

(7.20.2.1) Facility

MX JAL Guadalajara

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

2.13

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

1.68

Row 20

(7.20.2.1) Facility

NL_Utrecht

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

0.64

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

0.65

Row 21

(7.20.2.1) Facility

QA DOH REGUS

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

0.34

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

0.24

Row 22

(7.20.2.1) Facility

SG SNG Ascendas

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

20.54

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

15.56

Row 23

(7.20.2.1) Facility

SL CMB Virtusa World

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

1089.44

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

805.05

Row 24

(7.20.2.1) Facility

SE GOT Gotgatan

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

0.05

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

0

Row 25

(7.20.2.1) Facility

SE STO Strandvagen

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

0.18

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

0

Row 26

(7.20.2.1) Facility

UK LON Finsbury Square

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

13.15

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

17.59

Row 27

(7.20.2.1) Facility

US IND Innovation Center

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

85.64

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

110.29

Row 28

(7.20.2.1) Facility

US MIL Tasman

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

33.15

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

17.58

Row 29

(7.20.2.1) Facility

US NYC 225 Liberty

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

201.37

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

158

Row 30

(7.20.2.1) Facility

US PIS Corporate Place

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

45.66

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

26.73

Row 31

(7.20.2.1) Facility

US SBR Suite 300

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

58.98

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

30.82

Row 32

(7.20.2.1) Facility

US TAM Registry One

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

13.03

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

10.63

Row 33

(7.20.2.1) Facility

US WIN Northfield

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

41.54

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

21.7
[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	*Electricity consumption*	*10186.42*	*7852.59*

[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)

1065.555

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

10186.42

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

7852.59

(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

Virtusa acquired Factor Creative LLC, a creative agency based in Walnut Creek, CA, late last year and has yet to be integrated into the inventory. Virtusa has an integration/recalculation policy in line with the GHG Protocol, where 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. Factor Creative LLC is also 100% remote work, therefore we estimate it accounts for zero Scope 1 and Scope 2 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

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

16403052

(7.26.9) Emissions in metric tonnes of CO2e

10.28

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 2

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

16403052

(7.26.9) Emissions in metric tonnes of CO2e

75.77

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 3

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods
☑ Category 6: Business travel
☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations
☑ Category 4: Upstream transportation and distribution
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the energy content of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

16403052

(7.26.9) Emissions in metric tonnes of CO2e

502.53

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 4

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

120739636

(7.26.9) Emissions in metric tonnes of CO2e

75.68

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 5

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

120739636

(7.26.9) Emissions in metric tonnes of CO2e

557.72

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 6

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

120739636

(7.26.9) Emissions in metric tonnes of CO2e

3699.02

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 7

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

202159

(7.26.9) Emissions in metric tonnes of CO2e

0.13

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 8

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

202159

(7.26.9) Emissions in metric tonnes of CO2e

0.93

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 9

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

202159

(7.26.9) Emissions in metric tonnes of CO2e

6.19

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 10

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1 Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 11

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market-Based Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 12

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3 Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 13

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

21888626

(7.26.9) Emissions in metric tonnes of CO2e

13.72

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 14

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

21888626

(7.26.9) Emissions in metric tonnes of CO2e

101.11

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 15

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 4: Upstream transportation and distribution

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

☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

21888626

(7.26.9) Emissions in metric tonnes of CO2e

670.59

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the

emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 16

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

87675436

(7.26.9) Emissions in metric tonnes of CO2e

54.95

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 17

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

87675436

(7.26.9) Emissions in metric tonnes of CO2e

404.99

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 18

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods
☑ Category 6: Business travel
☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations
☑ Category 4: Upstream transportation and distribution
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

87675436

(7.26.9) Emissions in metric tonnes of CO2e

2686.05

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 19

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

32389005

(7.26.9) Emissions in metric tonnes of CO2e

20.3

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 20

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

32389005

(7.26.9) Emissions in metric tonnes of CO2e

149.61

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 21

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

32389005

(7.26.9) Emissions in metric tonnes of CO2e

992.28

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 22

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

11498770

(7.26.9) Emissions in metric tonnes of CO2e

7.21

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 23

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

11498770

(7.26.9) Emissions in metric tonnes of CO2e

53.11

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 24

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

11498770

(7.26.9) Emissions in metric tonnes of CO2e

352.28

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 25

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

44375258

(7.26.9) Emissions in metric tonnes of CO2e

27.81

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 26

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

44375258

(7.26.9) Emissions in metric tonnes of CO2e

204.98

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 27

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 4: Upstream transportation and distribution

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

☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

44375258

(7.26.9) Emissions in metric tonnes of CO2e

1359.49

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the

emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 28

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1 Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 29

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 30

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3 Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 31

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

21204509

(7.26.9) Emissions in metric tonnes of CO2e

13.29

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 32

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

21204509

(7.26.9) Emissions in metric tonnes of CO2e

97.95

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 33

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

21204509

(7.26.9) Emissions in metric tonnes of CO2e

649.63

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 34

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

29973

(7.26.9) Emissions in metric tonnes of CO2e

0.02

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 35

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

29973

(7.26.9) Emissions in metric tonnes of CO2e

0.14

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 36

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 4: Upstream transportation and distribution

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

☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

29973

(7.26.9) Emissions in metric tonnes of CO2e

0.92

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the

emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 37

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1 Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 38

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 39

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3 Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 40

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

1644524

(7.26.9) Emissions in metric tonnes of CO2e

1.03

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 41

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

1644524

(7.26.9) Emissions in metric tonnes of CO2e

7.6

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 42

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

1644524

(7.26.9) Emissions in metric tonnes of CO2e

50.38

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 43

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

573869

(7.26.9) Emissions in metric tonnes of CO2e

0.36

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 44

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

573869

(7.26.9) Emissions in metric tonnes of CO2e

2.65

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 45

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 4: Upstream transportation and distribution

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

☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

573869

(7.26.9) Emissions in metric tonnes of CO2e

17.58

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the

emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 46

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

12006422

(7.26.9) Emissions in metric tonnes of CO2e

7.53

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 47

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

12006422

(7.26.9) Emissions in metric tonnes of CO2e

55.46

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 48

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods
☑ Category 6: Business travel
☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations
☑ Category 4: Upstream transportation and distribution
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

12006422

(7.26.9) Emissions in metric tonnes of CO2e

367.83

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 49

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

624762

(7.26.9) Emissions in metric tonnes of CO2e

0.39

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 50

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

624762

(7.26.9) Emissions in metric tonnes of CO2e

2.89

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 51

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

624762

(7.26.9) Emissions in metric tonnes of CO2e

19.14

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 52

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1 Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 53

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 54

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3 Limitations: We are not able to allocate emissions as we are unable to find active projects for the current reporting period (1 April, 2023 to 31 March, 2024).*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 55

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

181848

(7.26.9) Emissions in metric tonnes of CO2e

0.11

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 56

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

181848

(7.26.9) Emissions in metric tonnes of CO2e

0.84

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 57

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 4: Upstream transportation and distribution

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

☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

181848

(7.26.9) Emissions in metric tonnes of CO2e

5.57

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the

emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 58

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

89361653

(7.26.9) Emissions in metric tonnes of CO2e

56.01

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 59

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

89361653

(7.26.9) Emissions in metric tonnes of CO2e

412.78

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Marked Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 60

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods
☑ Category 6: Business travel
☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations
☑ Category 4: Upstream transportation and distribution
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

89361653

(7.26.9) Emissions in metric tonnes of CO2e

2737.71

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 61

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

76023087

(7.26.9) Emissions in metric tonnes of CO2e

47.65

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar and purchased energy) and diesel generators. The sources of Scope 1 emissions include the use of diesel generators when purchased electricity is unavailable, the use of company owned vehicles, natural gas used for building heating, and refrigerant refills used for building cooling.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 1*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 62

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

76023087

(7.26.9) Emissions in metric tonnes of CO2e

351.16

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. A major portion of our emissions is due to electricity usage in our offices for lighting, air conditioning, and computers, which provides the infrastructure for software development. Electricity is sourced from the grid, renewable energy (onsite solar, purchased energy, and EAC/REC certifications) and diesel generators. The source of Scope 2 emissions is electricity obtained from the grid. In FY24, 28% of our energy was obtained from renewable sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 2 Market Based*

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 63

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 4: Upstream transportation and distribution

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

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

76023087

(7.26.9) Emissions in metric tonnes of CO2e

2329.07

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

We provide digital engineering and consulting services and develop digital systems and applications for our clients. The sources of Scope 3 emissions include purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting, remote work, leased assets, and the emissions resulting from the delivery of laptops to support remote work. A major portion of our Scope 3 emissions in FY24 is from purchased goods and services, remote working, and business travel.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

*Allocation method (Revenue of services purchased / Total revenue) * Total GHG Emissions for Scope 3*

(7.26.14) Where published information has been used, please provide a reference

N/A

[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

☑ Customer base is too large and diverse to accurately track emissions to the customer level

(7.27.2) Please explain what would help you overcome these challenges

For the Supply chain module, we calculate emissions for each client based on the revenue from the client. As a result, the following are not taken into account and are considered challenges:(1) Difficulty in identifying exact energy use per project/account: Our Scope 1 and Scope 2 emissions are mainly due to electricity usage in our offices. While it is possible to calculate emissions based on revenue from each client or the number of employees working on a client project or account, this does not take into account use of additional data and testing servers, etc. It also does not take into account variations in work hours between projects/accounts. For example, shift work.(2) Emissions from remote working: Since March 2020, a significant portion of our workforce has been working remotely. We estimate that work from home resulted in approximately 9,111.905 MTCO2.(3) Emissions from business air travel due to employees traveling to client sites and emission from road travel from transport provided to employees working late/shifts form a significant portion of our Scope 3 emissions. However, we are not able to track data at client-level at present.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

We are looking at allocating emissions for each client based on the coding hours in addition to the current method of allocating emissions based on revenue. We are also exploring the possibility of allocating emissions to clients based on air travel to client sites as business air travel forms a large portion of our emissions.

[Fixed row]

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

Select from:
☑ More than 5% but less than or equal to 10%

(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:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ Yes
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ 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

529.07

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

529.07

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

3575.15

(7.30.1.3) MWh from non-renewable sources

12033.95

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

15609.1

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

1290.29

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

1290.29

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

1731.21

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

1731.21

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

5306.35

(7.30.1.3) MWh from non-renewable sources

13853.31

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

19159.66
[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:* ☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ No
Consumption of fuel for the generation of steam	*Select from:*

	Indicate whether your organization undertakes this fuel application
	☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ 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:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

3.34

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

3.34

(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:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

529.07

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

529.07

(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

Diesel consumption for backup power generation.

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

Total fuel

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

532.41

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

532.41

(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)

2260.27

(7.30.9.2) Generation that is consumed by the organization (MWh)

2260.27

(7.30.9.3) Gross generation from renewable sources (MWh)

1731.21

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

1731.21

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)

4.78

(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

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 2

(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)

2703.72

(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 3

(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)

5.58

(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 4

(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)

4.12

(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 5

(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)

0.11

(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 6

(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)

5.99

(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 7

(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)

1.11

(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 8

(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)

0.58

(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 9

(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)

0.2

(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 10

(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)

13.01

(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:

☑ 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 11

(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)

562.32

(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 12

(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 **:**Hydropower, wind and solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

19.99

(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 13

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(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)

15.55

(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 14

(7.30.14.1) Country/area

Select from:

☑ United States of America

(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)

238.1

(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
[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)

18.68

(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)

18.68

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

26.37

(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)

54.39

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

6.41

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

32.02

(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)

38.43

Hungary

(7.30.16.1) Consumption of purchased electricity (MWh)

0.39

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.79

(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)

1.18

India

(7.30.16.1) Consumption of purchased electricity (MWh)

11941.64

(7.30.16.2) Consumption of self-generated electricity (MWh)

2257.45

(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)

14199.09

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

2.06

(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)

2.06

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

5.22

(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)

5.22

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

2.05

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

4.21

(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)

6.26

Qatar

(7.30.16.1) Consumption of purchased electricity (MWh)

0.71

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.45

(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)

2.16

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

53.6

(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)

53.60

Sri Lanka

(7.30.16.1) Consumption of purchased electricity (MWh)

2154.14

(7.30.16.2) Consumption of self-generated electricity (MWh)

2.82

(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)

2156.96

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

19.99

(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)

19.99

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

15.46

(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)

29.56

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

63.73

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

43.16

(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)

106.89

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

1298.68

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1166.54

(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)

2465.22
[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

0.0000052

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

8918.15

(7.45.3) Metric denominator

Select from:

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

1700000000

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

9

(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. 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) for the rest of our offices across the globe. This increased our renewable energy consumption to 5,306.35 MWh in FY24 compared to 1,768.42 MWh in FY23.
[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

0.01

(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

11.5

(7.52.6) Direction of change

Select from:

☑ Increased

(7.52.7) Please explain

There is a slight increase to the Metric value due to increase in our team's return to office. Our area decreased by 6% in the same period from 1,604,828 sq. ft. in FY23 to 1,502,289 sq. ft. in FY24.

Row 2

(7.52.1) Description

Select from:

☑ Other, please specify :Water

(7.52.2) Metric value

0.15

(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

25

(7.52.6) Direction of change

Select from:
☑ Increased

(7.52.7) Please explain

Overall water consumption increased by 17,481 kiloliters (48%), from 36,634 kL in FY23 to 54,115 kL in FY24 due to increase in our team's return to office. Water consumption per employee increased from 0.12 kiloliters in FY23 to 0.15 kiloliters in FY24. 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 FY24, 26,901 kiloliters of water was recycled, which accounted for 50% 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, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/19/2023

(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)

☑ Sulphur hexafluoride (SF6)

☑ Nitrous oxide (N2O)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)
☑ 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

03/30/2020

(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

03/30/2030

(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)

1065.56

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

7852.59

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

8918.150

(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

64.03

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(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.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Increasing renewable energy: In FY21, we invested in solar energy for three of our Campus facilities in India, which accounted for 1,731.21 MWh of energy usage in FY24. In addition, both our offices in Sweden 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 and obtained RECs/EACs for 2024 for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Qatar, Singapore, Sri Lanka, UAE, UK, and USA. The REC purchases accounted for 3,549.17 MWh energy during the reporting period. We also switched the energy plan at our technology center in Munich, Germany to obtain 100% renewable energy including hydropower through green electricity tariff. These measures contributed to increasing our overall renewable energy consumption by 200% from 1,768.43 MWh in FY23 to 5,306.353 MWh in FY24. This in turn reduced our Scope 1 and 2 market-based emissions by 15% compared to the previous year. We are also exploring further investments to increase our renewable energy consumption in FY25. Phasing out fossil fuel: In FY23 we phased out seven out of nine of our fossil-fuel company owned vehicles. In FY25, we plan to convert the remaining two diesel powered vehicles to EV. Energy initiatives: During the reporting year, we carried out multiple energy reduction initiatives including data center downsizing and HVAC improvements through which we estimate an annual emissions reduction of 1,441.88 MtCO2e. Please see question 7.55.2 for more details.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

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, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/19/2023

(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)

☑ Sulphur hexafluoride (SF6)

☑ Nitrous oxide (N2O)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)
☑ 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

03/30/2020

(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)

27

(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)

1.3

(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)

21

(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)

44

(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)

100.0

(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

03/30/2030

(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)

27555.31

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

929.25

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

7702.48

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

1655.3

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

37842.340

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

37842.340

(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

139.63

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(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.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

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). Much of FY24 was spent 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 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, to align with industry best practices, we are in the process of incorporating robust sustainability criteria into our Procurement Policy for our suppliers, 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 FY24, we estimated that we saved 363.97 MtCO2 from carpooling and 65.53 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.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

0.0000000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.0000000000

Row 2

(7.53.2.1) Target reference number

Select from:

☑ Int 1

(7.53.2.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.2.11) Intensity metric

Select from:

☑ Other, please specify **:**Metric tons CO2e per employee

(7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

1.3492000000

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

100.0

(7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.0000000000

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

[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

03/31/2022

(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

03/30/2023

(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

03/30/2030

(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

28

(7.54.1.13) % of target achieved relative to base year

20.00

(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

☑ Other, please specify :Science Based Targets initiative targets (Net zero, near-term and long-term) approved on June 5, 2024 (FY25)

(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 1,731.21 MWh of energy usage in FY24. In addition, both our offices in Sweden 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 and obtained RECs/EACs for 2024 for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Qatar, Singapore, Sri Lanka, UAE, UK, and USA. The REC purchases accounted for 3,549.17 MWh energy during the reporting period. We also switched the energy plan at our technology center in Munich, Germany to obtain 100% renewable energy including hydropower through green electricity tariff. These measures contributed to increasing our overall renewable energy consumption by 200% from 1,768.43 MWh in FY23 to 5,306.353 MWh in FY24.
[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

01/30/2017

(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

03/30/2017

(7.54.2.8) Figure or percentage in base year

0.69

(7.54.2.9) End date of target

03/30/2035

(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

0.15

(7.54.2.12) % of target achieved relative to base year

192.8571428571

(7.54.2.13) Target status in reporting year

Select from:

☑ Underway

(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.

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

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 FY24, 26,901 kiloliters of water were recycled, which accounted for 50% of total use. Currently, we have capacity for 612.49 kL. 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

03/31/2022

(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

03/30/2023

(7.54.2.8) Figure or percentage in base year

12

(7.54.2.9) End date of target

03/30/2030

(7.54.2.10) Figure or percentage at end of date of target

100

(7.54.2.11) Figure or percentage in reporting year

27

(7.54.2.12) % of target achieved relative to base year

17.0454545455

(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

☑ Other, please specify :Science Based Targets initiative targets (Net zero, near-term and long-term) approved on June 5, 2024 (FY25)

(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

In FY24, we engaged EcoVadis to conduct sustainability performance assessments of our supply chain partners, including our transport provides. This assessment will assess the value chain on four categories: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. Through this assessment, we hope to set improvement management plan for our suppliers and track improvement against qualitative and quantitative Sustainability goals. At the end of the reporting year, 27% 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

12/19/2023

(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

03/30/2040

(7.54.3.6) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

(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

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

☑ 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 neutralization at the end of the target

(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:

☑ New

(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 (only for rows marked *)
Under investigation	*2*	*`Numeric input*
To be implemented	*1*	*313.76*
Implementation commenced	*0*	*0*
Implemented	*5*	*11774.85*
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

Company policy or behavioral change

☑ Site consolidation/closure

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

106.4

(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 C0.4)

15719

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

We downsized data centers/servers at our Campuses in Hyderabad and Chennai which is estimated to save 148,529 kWh of energy annually.

Row 2

(7.55.2.1) Initiative category & Initiative type

Fugitive emissions reductions

☑ Refrigerant leakage reduction

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

11.18

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

1460

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

28270

(7.55.2.7) Payback period

Select from:
☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 3-5 years

(7.55.2.9) Comment

Our Campus in Chennai replaced older AC units with newer low energy consumption units which are estimated to save 15,600 kWh of energy per year.

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)

68.2

(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 C0.4)

13685

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

168750

(7.55.2.7) Payback period

Select from:

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

At our HYD Capital Campus, we replaced old chillers with variable frequency drive (VFD) with Energy Star rated 5 chillers, which helps to balance energy based on the required load. This is expected to save 95,500 kWh of energy annually.

Row 4

(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)

262.11

(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 C0.4)

1400000

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

12910

(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 FY24, we carried out the following facility closures/downsizing: APAC: Exited multiple offices which accounted for 9% of our previous portfolio in Colombo. We estimate an annual energy saving of 320,404 kWh through this project. In addition, we exited our office in Malaysia which we estimate would result to annual savings of 2,868 kWh. Europe: We exited our office in Hungary, Budapest from which we estimate would result to annual savings of 561 kWh. AMERICA: We exited our

Tampa, Florida office. We estimate annual savings of 33,393 kWh. In addition, we downsized our offices in Indianapolis by 98% sqft and New York by 37% sqft from which we estimate annual savings of 236,947 kWh.

Row 5

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Other, please specify :1MW PPA agreement to obtain renewable energy for our Navalur campus

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

994

(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 C0.4)

117992

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

56000

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 6-10 years

(7.55.2.9) Comment

We signed a 1MW PPA agreement to obtain renewable energy for our Navalur campus.

Row 6

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Other, please specify :RECs/EACs

(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 C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

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

In FY24, we obtained RECs/EACs for 2024 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 purchases accounted for 3,549.17 MWh energy during the reporting period.
[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 94% of our real estate certified under the standard. Three of our large campuses are also certified for ISO 50001 - Energy Management.

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 FY24 we invested USD 168,750 in upgrading chillers at our Hyderabad office with variable frequency drive (VFD) Energy Star rated 5 chillers, which helps to balance energy based on the required load saving. We also invested in 1 MW PPA and EAC/REC certifications for our offices which cost USD 88,918.95. We likewise made investments in information security to adapt to work-from-home arrangements among our employees, which reduce energy consumption at our offices and avoids emissions from employee commuting.

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 it 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 for our facilities in Australia, Canada, Germany, India, Mexico, Netherlands, Qatar, Singapore, Sri Lanka, UAE, UK, and USA. The REC purchases accounted for 3,549.17 MWh energy during the reporting period.

Row 4

(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 FY24, we estimated that we saved 363.969 MtCO2 from carpooling and 65.527 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.

Row 5

(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.
[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)

For the past several years we have been expanding our cloud service offering to assist clients in transitioning to cloud-based services which allows our clients to migrate from high-intensive on premises servers to low carbon cloud alternatives. For example, in FY22 and FY23, our Global Technology Office (GTO) developed a polycloud intelligence solution to help organizations optimize their cloud journey and avoid widespread resource inefficiencies and compliance/security issues faced when migrating to the cloud. As part of our cloud service offerings, we have partnered with leading cloud service providers.

(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 569.99 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

464.23

(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 (394.02Mt CO2e) emissions saved from Microsoft renewable energy purchases (70.21 Mt CO2e) 464.23 Mt CO2e Emissions saved in %: [Emissions saved (464.23 Mt CO2e)/Emissions from on-premises alternative (569.99 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

6.6
[Add row]

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:
☑ No

(7.79.1) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:
☑ Afforestation

(7.79.1.2) Type of mitigation activity

Select from:
☑ Carbon removal

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

2

(7.79.1.5) Purpose of cancelation

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

☑ Yes

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ VCS (Verified Carbon Standard)

[Add row]

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:

☑ No, but we plan to within the next two years

(10.1.3) Please explain

As a digital services company, we do not engage in any production/commercialization of plastic polymers. 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 an authorized vendors for recycling. For example, during FY24, 515.864kg of plastic waste was recycled. We are also in the process of developing a policy on plastics to complement our existing environmental waste policies.
[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, during FY24, 515.864kg of plastic waste was recycled. We are also in the process of developing a policy on plastics to complement our existing environmental waste policies.

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: ☑ Yes, we use indicators	*Select all that apply* ☑ 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 did a basic city assessment using https://www.ibat-alliance.org/ and the results show that none of our offices are located near legally protected areas.

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 a 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 did a basic city assessment using https://www.ibat-alliance.org/ and the results show that none of our offices are located near biodiversity-protected areas.

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: ☑ 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 FY24 Scope 1, 2 & 3 Assurance Statement. Likewise, fuel consumption, renewable energy consumption, and biogas generation data was verified in our FY23 Scope 1, 2 & 3 Assurance Statement.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Virtusa_EY 2024 Scopes 1,2&3 Assurance Statement.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.

(13.2.1) Additional information

On June 5, 2024, we received validation for our Science-based Targets initiative (SBTi) targets (occurred in FY25, which is outside the current reporting year). These include our near-term, long-term and net-zero targets, which are detailed in the attached validation report. This report presents the results and recommendations of the submitted targets assessed against the SBTi Net-Zero Criteria and guidance. This includes an overview of the GHG emissions sources and inventory, target setting methodologies and ambition, emissions included in the target boundary, and company-specific feedback from the validation process, if applicable. A detailed overview of the criteria is provided in the appendix. The approved target language, which will be listed on the SBTi website and should be used in all company communications, is as follows: Overall Net-Zero Target: Virtusa Corporation commits to reach net-zero greenhouse gas emissions across the value chain by FY2040. Near-Term Targets: Virtusa Corporation commits to reduce absolute scope 1 and 2 GHG emissions 75% by FY2030 from a FY2020 base year. Virtusa Corporation also commits 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.

(13.2.2) Attachment (optional)

Virtusa Corporation - Near Term and Net-Zero Approval Validation Report - Wednesday_ 5 June 2024.pdf
[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]