Gender pay gap report

Virtusa Consulting & Services Limited

Gender pay gap report 2025

Virtusa is a global provider of digital business strategy, digital engineering, and IT outsourcing services. We have conducted a gender pay gap review in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, based on data as of 5 April 2025.

As an organisation, we recognise that, in consideration of this review, there are gaps that need to be addressed. The company has a strong commitment to diversity, equity, and inclusion (DEI) and has implemented several initiatives to promote diversity and inclusion within the company.

At Virtusa, we take gender pay parity seriously.

Our commitment to promoting equality

One of Virtusa's key diversity initiatives is its "Equal Opportunity and Diversity Program," which is designed to ensure that the company's hiring and promotion processes are fair and equitable for all employees. The program includes a range of initiatives, such as unconscious bias training, diversity and inclusion training for managers, and the establishment of employee resource groups.

Virtusa has also established a Women's Leadership Council focused on developing and promoting women leaders within the company. The council provides mentoring, training, and networking opportunities to help women advance in their careers.

In addition, Virtusa has a range of employee resource groups focused on promoting diversity and inclusion within the company, including groups focused on women, LGBTQ+ employees, and employees from diverse cultural backgrounds.

At Virtusa, we regularly review compensation policies and practices to identify any potential pay disparities. One of the key initiatives implemented by Virtusa to address gender pay parity is the use of objective, data-driven processes to determine compensation. The company has implemented a compensation philosophy based on market data and individual performance, rather than on factors such as gender or ethnicity.

At Virtusa, we take gender pay parity seriously. The company's commitment to using data-driven processes to determine compensation, conducting regular reviews of its compensation policies, and providing development opportunities for women are all positive steps towards achieving gender pay parity.

The 2025 review

At the relevant time, Virtusa had 431 employees in total, 339 of whom were male and 92 of whom were female. The percentage split of our employees varies slightly across each quartile (from lowest to highest-paid roles). Specifically:

Quartile	% of male employees	% of female employees
Lower Quartile (Q1)	55.6	44.4
Lower Middle Quartile (Q2)	75.0	25.0
Upper Middle Quartile (Q3)	89.8	10.2
Upper Quartile (Q4)	94.4	5.6
Total	78.7	21.3

The percentages of male and female employees in each quartile are similar to those of the previous year, with the gap slightly increasing in the upper quartile (Q4). [This is largely due to joiners and leavers since the previous year.] We will continue to review our recruitment, promotion, and training processes in order to address this.

Of those employees, we have calculated the hourly rate pay gap as follows:

	Mean* %	Median** %
Gender pay gap	27.78	23.49

* The mean pay gap is the average difference in the hourly pay rate
**The median pay gap is the difference between the middle range hourly pay rate.

There has been an increase in the mean and median pay gap since 2024, which is likely a reflection of the reduction of headcount since the previous year (which has reduced quite significantly by about 200 people). This is something that the business will keep under review and work to improve.

Bonus pay

Virtusa operates a contractual bonus scheme for many of its employees, but not all employees are entitled to earn a bonus. Virtusa can and does exercise its discretion to award bonus pay to employees who are not contractually entitled to it. These discretionary payments can skew the overall bonus data as the range of bonuses awarded is significantly increased.

Bonus, if payable, is awarded twice a year. It is calculated based on several factors, including KPIs and performance, and therefore can be variable depending on the individual.

In the applicable bonus year, 386 employees received bonus payments, of whom 296 were male, and 90 were female. The percentage of male and female employees who received bonus payments was:

	% of male employees	% of female employees
2024/2025 bonus pay received	87.32	97.83

The overall percentage of employees receiving a bonus in 2025 is similar to the previous year, though the number of male employees earning a bonus has decreased slightly. However, a high percentage of both male and female employees received bonuses. The percentage of female employees receiving bonuses has remained high and shows that a higher percentage of female employees received bonus pay.

The bonus pay gap has been calculated as follows:

	Mean* %	Median** %
Bonus pay gap	51.41	34.64

As above, we consider these figures may be skewed by discretionary bonus payments. In addition, the employees included in the calculations include part-year joiners who have received only a pro-rated bonus.

The higher-value bonuses were paid to those within the upper quartile, of whom the majority are male. This has also skewed the overall mean and median figures for bonus pay. The mean bonus pay gap has increased substantially as a result.

We will continue to review our compensation policies and the way bonuses are awarded to reduce the mean and median bonus pay gaps.

We confirm that the information stated is accurate and that the data has been calculated in accordance with the relevant regulations.

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On behalf of Virtusa Consulting & Services Limited