

virtusa

Virtusa Environmental Responsibility Policies

May 30, 2025



Document Revisions

No.	Ver. No.	Release Date	Prepared by	Reviewed by	Approved by	Reasons for New Release
1.	1.0	07-01-21	Z. Marcelline	Denver De Zylva (Senior Vice President – Shared Services)	Paul D. Tutun (Executive Vice President, General Counsel)	New policy created by amalgamating Climate Change, Energy, Water and Waste policies.
2.	1.1	09-09-22	Z. Marcelline	Denver De Zylva (Senior Vice President – Shared Services)	ESG Committee	Annual review.
3.	1.2	10-16-23	Kamil Ismail	Denver De Zylva (Senior Vice President – Shared Services) Paul D. Tutun (Executive Vice President, General Counsel)	ESG Committee	Annual review.
4.	1.3	10-25-24	Kamil Ismail Aqeel Aarif	Denver De Zylva (Global Head of Sustainability and Facilities) Paul Tutun (Executive Vice President and General Counsel)	Sustainability Committee	Annual review.
5	1.4	05-30-25	Aqeel Aarif	Paul Tutun (Executive Vice President and General Counsel)	Denver De Zylva (Global Head of Sustainability and Facilities)	Annual review.



Virtusa Environmental Responsibility Policies

Vision

We recognize that access to a safe, clean, and healthy environment is a fundamental human right. As such, Virtusa is committed to following the precautionary approach defined in Principle 15 of the Rio Declaration in order to minimize our overall environmental footprint. As a signatory to the UN Global Compact, we align with its 10 Principles and provide annual progress reports. In addition, we also support the UN Sustainable Development Goals through our sustainability program.

We have aligned our targets with the criteria of the Science Based Targets initiative (SBTi) by committing to reduce absolute Scope 1 and 2 GHG emissions 75% and Scope 3 GHG emissions 42% by 2030 and to reduce absolute Scope 1, 2 and 3 GHG emissions 90% by FY2040 from a FY2020 base year.

As environmental footprint management is integrated into our core business strategy, we will implement appropriate governance structures to support this strategy, include environmental considerations in our risk assessments, set targets aligned to global standards, and report on progress towards achieving these targets.

We are committed to transparent communication of our sustainability initiatives. As such, our emissions data is externally verified, and we report our sustainability progress through the annual publication of our sustainability report and through disclosure platforms such as the UN Global Compact Communication on Progress (CoP).

Policy owner

The Virtusa Sustainability Committee is responsible for overseeing the corporate sustainability strategy including environmental and biodiversity-related issues. As a member of the Sustainability Committee, the CEO is responsible for the implementation, review, and approval of this policy.

Stakeholders and geographies

All employees and contractors working on behalf of Virtusa, or its subsidiaries are expected to follow these policies, including participating in appropriate training and awareness activities.

The scope of these policies covers all facilities and buildings of Virtusa and its subsidiaries.





Our approach

Climate action and emissions management policy

- Track emissions from our business operations and work to continuously reduce such emissions to be in line with the Paris Agreement/to support the transition to a low-carbon (or net-zero) economy.
- Reduce emissions from business air travel and road travel using collaborative technologies, carpooling, electric and hybrid vehicles, and optimized routing.
- Engage in projects that support global efforts to mitigate climate change, including energy-efficient technologies and renewable energy sources.

Energy policy

- Maintain our energy management system in compliance with ISO 41001 and ISO 50001.
- Monitor and optimize energy usage in our operations through the review of objectives and targets.
- Invest in energy efficiency improvement technologies and projects where possible.
- Obtain 100% energy from renewable sources by 2030.

Water and resource use policy

We recognize that the right to water is a fundamental human right, and thus, we aim to:

- Integrate sustainable use of water resources into our strategy.
- Increase understanding of water related risks for our operations and communities.
- Strive to reduce the water footprint of our operations by setting targets, monitoring water usage, and using water-efficient equipment where feasible.
- Provide and properly maintain drinking water, sanitation, and hygiene (WASH) services in the workplace.
- Invest in water recycling and the use of rainwater and greywater harvesting systems where possible.

Ensure responsible consumption of other natural resources. As part of our commitment to environmental sustainability and responsible resource management, we commit and align with the principles of the CEO Water Mandate to emphasize sustainable water management and the protection of water resources across our sites.



Waste management policy

- Reduce, reuse, and recycle the IT and non-IT waste, including paper and plastic, generated as part of our business operations.
- Ensure that all hazardous waste is disposed of legally and responsibly, in a manner that minimizes its environmental impact and collaborate with relevant state authorities to ensure e-waste is handled appropriately.
- Implement measures to reduce waste such as utilizing efficient print formats to reduce paper usage.
- Follow a “no single use plastic” policy and commit to continuously reduce plastic usage.
- Implement appropriate processes to manage organic waste.
- Measure and set targets to reduce waste sent to landfill.
- Adopt a “zero waste to landfill” approach.

Biodiversity and environmental conservation policy

- Respect and avoid negative impacts to nationally and internationally protected areas such as UNESCO Heritage Sites, Biosphere reserves and Ramsar sites) or flora and fauna listed on the IUCN Red List of critically endangered species.
- Avoid polluting lakes, rivers, oceans and other waterbodies and where possible work to preserve their biodiversity value.
- Maintain green spaces at our campuses to protect local flora and fauna, and thus support biodiversity.
- Contribute to projects aimed at biodiversity conservation and ecosystem restoration.

Training and awareness policy

- Implement awareness and training programs for employees and contractors to ensure compliance with this policy.
- Display appropriate signage in our facilities to encourage employees to conserve energy, water, and other resources.
- Encourage employees to reduce their environmental footprint through practices such as carpooling, and waste reduction.

Supply chain and procurement policy

- Engage with our clients and collaborate with them, when possible, to reduce the environmental footprint of our services.
- Assess environmental impacts throughout value chain and consider the environmental impact of goods and services in our procurement process.
- Collaborate with our suppliers to minimize our shared environmental footprint, especially to reduce supply chain emissions to meet our SBTi targets.
- Ensure that our engagement activities align with the goals of the Paris Agreement.





Legal and compliance policy

- Comply with all applicable legal and other environmental requirements.
- Obtain environmental certification such as ISO 14001 and conduct risk assessments in-line with such certifications.

Collaboration and engagement policy

- Work with government and non-government stakeholders to support research on climate change, low emission technologies, sustainable land and water management, and environmental conservation.
- Engage with government and non-government stakeholders on projects that support land/water protection and management, species management, and education and awareness.
- Create awareness and enable opportunities for internal stakeholders to engage and volunteer in such projects.
- Engage in advocacy with industry and civil society networks.
- Ensure that our collaborations align with the goals of the Paris Agreement.

These policies will be

- Communicated to all employees internal and external interested parties and will be prominently displayed at all the designated areas.
- Reviewed on an annual basis or when operating circumstances require it.

A handwritten signature in black ink, appearing to read "Denver De Zylva". The signature is stylized with a large, sweeping "D" and a long, horizontal stroke at the end.

Denver De Zylva

Global Head of Sustainability and Facilities

May 30, 2025

(Next date of review: May 30, 2026)

