virtusa

Virtusa Environment, Health, and Safety Policy

May 30, 2025

virtusa 132 Turnpike Rd #300, Southborough, MA 01772 | virtusa.com

Document Revisions

No.	Ver. No.	Release Date	Prepared by	Reviewed by	Approved by	Reasons for New Release
1.	1.0	03-20-14	**Asitha Dias**	**Denver De Zylva** (Director–Shared Services)	**Paul Tutun** (Vice President–General Counsel and Assistant Secretary)	New policy published.
2.	1.1	06-16-16	**Z. Marcelline**	**Denver De Zylva** (Vice President–Shared Services)	**Paul Tutun** (Vice President–General Counsel and Assistant Secretary)	Reviewed and revised.
3.	1.2	07-18-17	**Z. Marcelline**	**Denver De Zylva** (Vice President–Shared Services)	**Paul Tutun** (Vice President–General Counsel and Assistant Secretary)	Reviewed and revised.
4.	1.3	03-05-19	**Z. Marcelline**	**Denver De Zylva** (Vice President–Shared Services)	**Paul Tutun** (Vice President–General Counsel and Assistant Secretary)	Reviewed and revised.
5.	1.4	07-29-20	**Z. Marcelline**	**Denver De Zylva** (Senior Vice President–Shared Services)	**Paul Tutun** (Vice President–General Counsel and Assistant Secretary)	Annual review with no changes.
6.	1.5	07-01-21	**Z. Marcelline**	**Denver De Zylva** (Senior Vice President–Shared Services)	**Paul Tutun** (Executive Vice President–General Counsel and Assistant Secretary)	Annual reviewed with no changes.
7.	1.6	09-09-22	**Z. Marcelline**	**Denver De Zylva** (Senior Vice President – Shared Services) **Paul Tutun** (Executive Vice President–General Counsel and Assistant Secretary)	**ESG Committee**	Annual review.

Copyright © 2025 Virtusa Corporation. All Rights Reserved.

virtusa 132 Turnpike Rd #300, Southborough, MA 01772 | virtusa.com

No.	Ver. No.	Release Date	Prepared by	Reviewed by	Approved by	Reasons for New Release
8.	1.7	10-16-23	**Kamil Ismail**	**Denver De Zylva** (Senior Vice President – Shared Services) **Paul Tutun** (Executive Vice President–General Counsel and Assistant Secretary)	**ESG Committee**	Annual review.
9.	1.8	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.
10	1.9	05-30-25	**Aqeel Aarif**	**Paul Tutun** (Executive Vice President and General Counsel)	**Denver De Zylva** (Global Head of Sustainability and Facilities)	Annual review.

Copyright © 2025 Virtusa Corporation. All Rights Reserved.

virtusa 132 Turnpike Rd #300, Southborough, MA 01772 | virtusa.com

Virtusa Environment, Health, and Safety Policy

Vision

We recognize that access to a safe, clean, and healthy environment is a fundamental human right. By following the precautionary approach defined in Principle 15 of the Rio Declaration, Virtusa is committed to operating business in an environmentally sustainable manner that is safe for all employees and contractors to do their jobs. We are also committed to supporting the UN Sustainable Development Goals through our sustainability program.

Virtusa is certified for ISO 45001, the internationally recognized standard for Occupational Health and Safety Management Systems, affirming Virtusa as a safe workplace. We are also ISO 14001-certified, which reflects our commitment to continuous improvement in environmental performance through an internationally recognized Environmental Management System.

Policy owner

The Virtusa Sustainability Committee is responsible for overseeing the corporate sustainability/strategy including EHS-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

Every employee and contractor performing work on behalf of Virtusa or one of its subsidiaries carries a personal responsibility to cooperate with the following objectives.

The scope of this policy covers all facilities and buildings of Virtusa and its subsidiaries.

Our approach

Ensure the health and safety of each other

We are committed to minimizing environmental, health, and safety risks by carefully identifying potential hazards and taking proactive steps to prevent work-related accidents and ensure the well-being of our employees.

Copyright © 2025 Virtusa Corporation. All Rights Reserved.

We will

- Ensure, as much as reasonably possible, that working conditions are safe, healthy, and sustainable
- Educate and train employees on appropriate occupational health and safety best practices
- Implement sound emergency procedures
- Support employee mental and physical wellbeing
- Take measures to prevent workplace injuries and ill heath

Prevent pollution

We are committed to minimizing our overall environmental footprint by

- Conserving energy
- Consuming natural resources responsibly
- Adopting a reduce, reuse, and recycle approach
- Ensuring the safe disposal of waste

Managing risks

We are committed to minimizing our overall health and safety risks to safeguard the quality of the workplace environment. To achieve this, we focus on the following key actions:

- Apply risk management principles to identify and evaluate the risks associated with our company activities.
- Develop and implement a proactive risk mitigation plan to minimize workplace accidents and illnesses.
- Promote the adoption and proper use of technologies that support occupational health and safety best practices.

Compliance to standards

We are committed to meeting or exceeding all applicable environment, health and safety requirements across all Virtusa activities, including legal requirements, standards, our clients' guidelines, and voluntary commitments to which Virtusa and its subsidiaries subscribe.

Consultation and participation

All employees and contractors are encouraged to participate in the development, implementation, improvement, and management of our environment, health, and safety management systems.

Copyright © 2025 Virtusa Corporation. All Rights Reserved.

virtusa 132 Turnpike Rd #300, Southborough, MA 01772 | virtusa.com

Demonstrate leadership in safety

Know what is expected, set an example, raise awareness, and influence stakeholders and suppliers to safeguard the environment, and act promptly and responsibly to correct conditions that may endanger health, safety, and the environment.

The management and EHS team will provide:

- Frameworks for setting objectives, targets, and the review of achievements
- Training and the provision of appropriate resources to fulfill the targets and objectives

We encourage employees and contractors to support this commitment and report safety concerns, incidents, near-misses, and accidents promptly through the designated channels.

Continual improvement

We strive to continually improve our environment, health, and safety management system and performance.

Denver De Zylva
Global Head of Sustainability and Facilities
May 30, 2025

(Next date of review: May 30, 2026)

Copyright © 2025 Virtusa Corporation. All Rights Reserved.