

POLICY

Virtusa Plastics Policy

Ver 2.0

Document Revisions

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No.	Ver. No.	Release Date	Prepared by	Reviewed by	Approved by	Reasons for Release
1.	1.0	11 July 2024	Z. Marcelline N. Siriwardena Kamil Ismail	Krishna Yedula (Vice President – Sustainability and Facilities) Shehan De Alwis (Vice President – Sustainability and Facilities) Ramasubramaniam Balaji (Director – Sustainability and Facilities)	Denver De Zylva (Global Head of Sustainability and Facilities)	Initial Release
2.	2.0	10 March 2025	Aqeel Aarif	Paul Tutun (Executive Vice President and General Counsel)	Denver De Zylva (Global Head of Sustainability and Facilities)	Annual Review

Vision

Virtusa's Engineering First philosophy anchored on our PIRL values—Passion, Innovation, Respect, and Leadership—has led us to adopt a purpose-driven approach to future-proof our businesses and supply chain, while ensuring transparency and holding ourselves accountable for our sustainability footprint.

We do so, by enabling all our stakeholders—customers, suppliers, investors, and teams—to have a purpose, with a passion for people and the planet.

We are also committed to supporting the UN Sustainable Development Goals through our Sustainability program.

Objective

We recognize the adverse impact plastics have on ecosystems and the limitations of recycling. Virtusa is committed to operating business in an environmentally sustainable manner and supporting the UN Sustainable Development Goals through our sustainability program.

Through our Plastics Policy, we aim to align with UN Sustainable Development Goal 12: Responsible Consumption and Production, by reducing plastics that are purchased and used, promoting recycling, and advocating for sustainable alternatives.

Policy owner

The Virtusa Sustainability Committee is responsible for overseeing the corporate sustainability strategy, including plastic management. 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.

Scope

This policy is applicable to all facilities and buildings of Virtusa Corporation, including its direct and indirect subsidiaries.

Commitment

Virtusa is committed to:

- Eliminating the use of plastic bags.
- Eliminating the use of single-use plastic straws by creating awareness among food & beverage (F&B) vendor partners.
- Reducing the amount of single-use plastic items and reusing plastic products where feasible.
- Replacing single-use plastic food ware accessory items (cutlery, stirrers, cups, plates, food containers) with reusables or compostable alternatives for all food service facilities, meetings, and events.
- Replacing single-use plastic food ware items with reusable or compostable alternatives for take away.
- Reducing and wherever possible eliminate the sale and distribution of single-use plastic water and beverage bottles, non-recyclable water containers and provide reusable alternatives during all company events.
- Ensuring vendors utilize reusable, compostable or recyclable packaging options. This does not include packaged snack foods or frozen meals.
 - Departments/units will identify and reduce the use of single-use plastics that are not explicitly outlined above, including, but not limited to, poly-bagged products, plastic films and wraps, and plastic packaging.
 - Third party vendors under contract to provide food service or catering are responsible for complying with this Policy as it applies to their activities on Virtusa property. If a third-party vendor's current lease or contract does not allow Virtusa to require the vendor to comply with the Policy, the implementation of this Policy will occur when beginning new leases or contracts or during renewal unless such renewal is pursuant to a renewal option exercised by a third-party vendor. In which case, the contract shall include the Plastics Policy for the third-party vendor to adhere to.
- Raising awareness and educating employees through campaigns and initiatives for reducing plastic waste and share best practices.
- Monitoring single-use plastic usage in alignment with our waste management policy.
- Requiring suppliers to minimize single-use plastics and finding suitable alternative products.

In the event of a natural disaster, global pandemic, or any significant crisis, single-use plastics may be used, if necessary, to ensure the health and safety of the community. In these circumstances, guidance will be provided as to when single-use plastics will be allowed.

This policy will be communicated to all the employees, internal and external interested parties for necessary awareness.

A handwritten signature in black ink, appearing to read 'D. De Zylva', with a stylized flourish at the end.

Denver De Zylva

Global Head of Sustainability and Facilities
May 30, 2025