



Sustainability Report FY 2025

**Driving Growth for
a Sustainable Future**

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General Disclosures



Reporting Approach

DXC Technology Company (“DXC,” the “Company,” “we,” “us,” or “our”) reports sustainability performance data using an operational control approach.

DXC’s sustainability reporting encompasses DXC global operations and DXC controlled subsidiaries that are included in our annual consolidated financial statement (10-K). Data related to non-controlled subsidiaries is not included in this report. Entity disposals and acquisitions that occurred during fiscal year 2025 (FY25) are incorporated.

Organizational Details

DXC reports under the legal name DXC Technology Company. DXC trades on the New York Stock Exchange under the symbol “DXC.” Our corporate headquarters is in Ashburn, Virginia, in the United States.

Countries of Operation

Argentina; Australia; Austria; Belgium; Bermuda; Brazil; British Virgin Islands; Brunei; Bulgaria; Canada; Chile; China; Colombia; Costa Rica; Croatia; Cyprus; Czech Republic; Denmark; Dominican Republic; Ecuador; Egypt; Finland; France; Germany; Greece; Guam; Hong Kong; Hungary; India; Indonesia; Ireland; Israel; Italy; Japan; Jersey; Kenya; Korea; Lithuania; Luxembourg; Malaysia; Mauritius; Mexico; Morocco; Netherlands; New Zealand; Nigeria; Norway; Oman; Panama; Peru; Philippines; Poland; Portugal; Puerto Rico (U.S. territory); Qatar; Romania; Saudi Arabia; Serbia; Singapore; Slovakia; South Africa; Spain; Sweden; Switzerland; Taiwan; Thailand; Trinidad & Tobago; Tunisia; Turkey; UAE; Ukraine; United Kingdom; United States; Uruguay; Venezuela; Vietnam.

ESG Framework Alignment

DXC reports sustainability matters in accordance with the Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD), the CDP, and the Sustainability Accounting Standards Board (SASB) frameworks. An index for disclosures related to each framework is provided in the appendices. The full CDP report is publicly available on our webpage: [CDP Report](#)

This report represents our first comprehensive environmental, social and governance (ESG) disclosure, integrating these established frameworks to provide a cohesive and thorough narrative of our ESG practices. The following pages detail our approach to ESG management, our performance across key metrics and our strategic priorities for continued improvement. By aligning our reporting with recognized frameworks, we aim to provide stakeholders with clear, comparable insights into how we create value while managing our impact on society and the environment.

Reporting Period

This report covers DXC’s fiscal year ending March 31, 2025 (April 1, 2024 – March 31, 2025).

Value Chain-Related Sustainability Data

DXC’s value chain-related sustainability content is incorporated in our discussion of modern slavery due diligence and relevant Scope 3 greenhouse gas (GHG) emissions categories.

Time Horizons

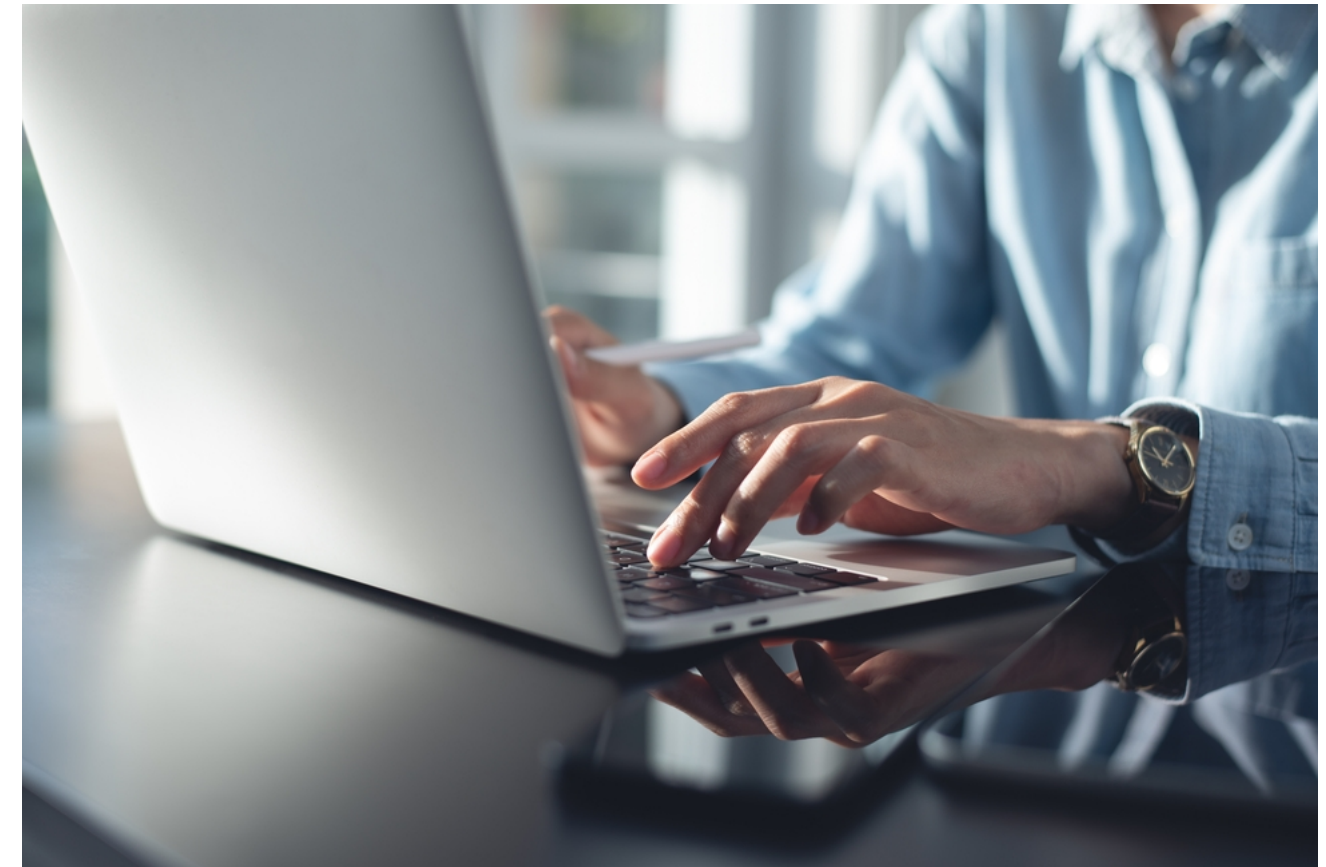
Time horizons referenced in this report are consistent with our Enterprise Risk Management guidelines and cover short-term (0- to 1-year), medium-term (1- to 5-year) and long-term (5- to 10-year) periods.

Data Rounding

In some cases, data has been rounded to whole numbers. Rounding errors may be present and may reflect variances when compared to other DXC public disclosures.

Materiality

Use of the term “substantive” in this report should not be interpreted or construed as an indication of materiality, or lack thereof, as defined by U.S. disclosure rules and regulations.



About Us

DXC Technology is a leading global provider of information technology services. We're a trusted operating partner to many of the world's most innovative organizations, building solutions that move industries and companies forward. Our engineering, consulting and technology experts help clients simplify, optimize and modernize their systems and processes, manage their most critical workloads, integrate AI-powered intelligence into their operations, and put security and trust at the forefront. We serve a global client base, including many Fortune 500 companies, through our more than 120,000 employees in over 70 countries.

Our three primary segments, Consulting & Engineering Services, Global Infrastructure Services and Insurance Services, give clients access to deep technical expertise and a wide range of modern capabilities, including advanced data, artificial intelligence (AI), cloud, IT modernization and cybersecurity solutions. These offerings are designed to meet the critical demands of industries like insurance, healthcare, automotive, manufacturing and financial services. Whether we're optimizing infrastructure for the world's largest cruise fleet or processing hundreds of millions of banking and insurance transactions daily, we help businesses move faster and smarter across industries.

Learn more about DXC at www.dxc.com, and learn more about our sustainability and ESG commitments at www.dxc.com/esg.

Our Offerings

We help the world's most innovative companies flourish in the age of AI.

Consulting & Engineering Services: DXC Consulting & Engineering Services is a digital consultancy, design agency, data and applied intelligence firm, and software engineering company — all in one. We combine our strengths, industry expertise and deep client operational understanding to advance our clients' agendas.

Cloud & Infrastructure: DXC helps enterprises modernize their IT estates to meet business demands with services for public cloud, hybrid cloud, and multicloud environments and platforms. Our cloud advisory and migration services provide enterprises with business cases for IT investments and tailored plans for migration, transformation and optimization to enable the success of their cloud journeys.

Modern Workplace: Our services help businesses adapt to rapidly evolving business and employee needs, securely and with speed and agility. We empower our clients' employees with a personalized experience that drives collaboration and productivity, allowing employees to work seamlessly and securely anytime, anywhere and on any device.

Security: Our industry-leading security solutions help clients predict attacks, proactively respond to threats, maintain compliance, and protect data, applications, infrastructure and endpoints.

Insurance Software & Business Process Services: As the leading provider of core technology to the global insurance industry, DXC brings unparalleled domain expertise, software and services, and a world-class ecosystem of partners to help insurers achieve their digital transformation objectives. DXC protects, extends and transforms technology estates across all lines of business.

DXC at a Glance

\$12.87B

FY25 revenue

60+

years of innovation delivering mission-critical systems for customers

120,000+

employees worldwide

70+

countries

50,000

engineers

200

customers in the Fortune 500

200+

partner ecosystem with best-of-breed partners

49,000

partner certifications

Partner Ecosystem

We believe innovation flourishes through collaboration. We enable our clients to harness the power of technology at scale and transform their businesses through joint business objectives, investments, innovation and co-development with our partners.

In FY25, we expanded our relationships with global partners to create new opportunities and extend our reach. By teaming with the right ecosystem players who share our commitment to innovation and execution, we are extending our pipeline and deepening our relevance in key growth markets. We've strengthened our partnerships with ServiceNow, SAP, Microsoft, Amazon Web Services, Dynatrace, Dell Technologies and several others to bring joint modern solutions to market. Over 38,100 employees hold more than 49,000 certifications across our ecosystem, and we're committed to growing that number to meet the evolving needs of our clients. We also increased our presence with industry analyst firms and advisors to share our success stories and the strength of our offerings.



Summary statistics: 200+ ecosystem partners, 38,100+ partner-certified employees, 33+ partner awards.

Industry Analyst Accolades



DXC named as a Leader in the 2025, 2024, and 2023 Gartner® Magic Quadrant™ for Outsourced Digital Workplace Services



DXC named by Forbes as one of America's Best Management Consulting Firms 2025, 2024, 2023

- List of accolades including ISG Provider Lens® Quadrant study on Mainframe, Everest Group PEAK Matrix®, ISG Provider Lens® 2025 study on AI-driven ADM Services, ISG Provider Lens® 2025 Quadrant study on AWS Ecosystem Partners, ISG Provider Lens® 2025 study on Snowflake Ecosystem Partners, IDC named DXC as a Leader in the Worldwide AI Services for National Government 2025 Vendor Assessment MarketScape, ISG Provider Lens® ServiceNow Ecosystem Partners 2025 study, and IDC FinTech Rankings and Real Results 2025.

Stakeholders and Engagement Processes

DXC engages in business-to-business and business-to-government commerce. Our key stakeholders include clients, suppliers, investors, employees and the communities in which we conduct business. We engage with these stakeholders in the following ways:

Clients: Client engagement occurs formally through satisfaction surveys and informally through daily work discussions. We participate in client-sponsored conferences and events, and respond to information requests. We continually monitor these information sources to align services, delivery models and solutions with client needs.

Suppliers: We engage with suppliers strategically and transactionally depending on business requirements. We establish working relationship expectations through the DXC Responsible Supply Chain Principles, monitor compliance through risk-specific due diligence programs, and partner with critical suppliers to align specific business outcomes for the needs of our clients.

Investors: DXC management and the Board of Directors believe that stockholder engagement is an important component of our governance practices. DXC has an ongoing stockholder outreach program to build relationships with our stockholders and develop a dialogue about DXC's corporate governance program. We value the input we receive from stockholders, engage with them on a variety of matters — including corporate governance, executive compensation, ESG issues and human capital management — and strive to be responsive to their feedback. During FY25, we conducted outreach to stockholders representing approximately 80% of DXC's shares of common stock outstanding and engaged with stockholders representing approximately 21% of DXC's common stock outstanding.

Employees: We seek to maintain ongoing transparent and open communications with our employees by using various internal communication channels. We regularly conduct employee surveys and town halls and use feedback to identify key trends, successes and opportunities for improvement.

Communities: We actively contribute to the communities where we live and work, through numerous outreach efforts designed to create beneficial outcomes. Our programs include innovative technology solutions, youth and adult educational programs, and region-specific volunteerism. We have long-term partnerships with various nonprofit organizations, and for over 10 years, our award-winning DXC Dandelion Program has connected neurodivergent individuals with meaningful employment.



DXC Double Materiality Process

In 2024, DXC undertook our first double materiality assessment (DMA), in preparation for the European Union Corporate Sustainability Reporting Directive (CSRD). The DMA was based on the European Sustainability Reporting Standards (ESRS), namely, the double materiality principles in ESRS 1 and European Financial Reporting Advisory Group (EFRAG) implementation guidance (IG 1: Implementation Guidance for Materiality Assessment [May 2024]). The scope of the assessment was informed by DXC's election to report at a global consolidated level, based on a review of DXC's legal entities in Europe. The assessment included evaluating DXC's impacts on people or the environment (impact materiality), and how different sustainability issues may trigger material financial effects on DXC (financial materiality) in its own operations and value chain (based on guidance in IG 2: Implementation Guidance for Value Chain [May 2024]).

ESRS 1 outlines the double materiality principles companies should apply to determine material sustainability matters. While ESRS 1 provides a framework, it does not mandate a specific process when performing the materiality assessment. The approach outlined below has been tailored to DXC and is aligned to the ESRS and IG 1, including judgment based on interpretation of available ESRS and EFRAG published materials. DXC's assessment aligned with its internal finance and enterprise risk management methodologies for evaluating risk.

1. Determination of ESG Topics for Assessment

Using the ESRS list of sustainability matters (e.g., the 10 topical standards and 37 subtopics) as a starting point, the following sources were analyzed to identify applicable topics:

- SASB standards for the Software & IT Services Industry and DXC's SASB disclosures
- GRI sector-specific standards for Group 3: Transport, infrastructure, tourism and software subsector and DXC's GRI disclosures
- Peer benchmarking

ESG topics identified from the sources above were mapped to the ESRS list of sustainability matters to determine any gaps in coverage and compile a comprehensive list of matters for assessment.

A total of 37 ESG subtopics were identified for DMA. No additional entity-specific matters (subtopics or sub-sub-subtopics) were identified.

2. Identification of Impacts, Risks and Opportunities

To define impacts, risks and opportunities (IROs), research was conducted to understand the landscape of actual and potential impacts, both positive and negative, to society and the environment, as well as the risks (negative) and opportunities (positive), specific both to DXC and its industry more broadly. The collected information was used to create preliminary IROs for each ESG subtopic that were refined with the help of internal subject matter experts (SMEs).

Each IRO was defined as actual or potential and positive impact/opportunity or negative impact/risk, and then categorized based on relevance to value chain activity and business unit or location, time horizon (e.g., short, medium or long term), and location in the value chain (e.g., direct operations, upstream, downstream or a combination).

79 IROs were identified across the 37 ESG subtopics, including 40 impact statements, 34 financial risk statements and 5 financial opportunity statements.

3. Rating IROs

Based on the research and SME engagement, IROs were assigned a numeric score based on a predetermined rating rubric for scale, scope, remediability and likelihood. Individual category scores for scale, scope and remediability ranged from a low of 1 to a high of 5 and were magnified by likelihood ratings ranging from 0 to 1. Rationale for an assigned rating was documented for both impact and financial materiality ratings.

Initial scoring of IROs was reviewed by DXC's Internal Audit, Risk Management and ESG teams, who confirmed that the appropriate scoring rationale was applied and then determined if business-specific considerations needed to be captured. Subsequent edits to rationale and scoring were made, if needed, based on ensuing reviews, discussions, feedback and additional research.

A scored summary for each IRO was documented for final determination of both impact and financial materiality.

4. Rank Ordering of IROs

The 79 IRO impact and financial ratings ranged in aggregate score from a low of less than 1 to a high of 12.6. The IROs were rank ordered, and the top 20th percentile of each category (impact and financial) was selected as relevant for ESG reporting. Results were reviewed with DXC's executive management and the Board of Directors.

8 of 37 ESRS subtopics were deemed "material" through the DMA, either due to impact materiality and/or financial materiality.*

**The DMA process as defined by the EFRAG implementation guidance is not necessarily aligned with the definition of "material" under the U.S. federal securities laws for Securities and Exchange Commission (the "SEC") reporting. For example, we include climate risk cost estimates in our voluntary climate change-related reporting; these estimates, which are based on assumptions, are not currently considered "material" in the way that this term is defined under U.S. federal securities laws.*

5. Validation of Results

As a final sense check, the DMA results were reviewed against DXC's primary peer group and the disclosure guidance for the IT sector from mainstream ESG disclosure frameworks. This analysis was also shared with DXC's executive management and the Board of Directors.

DXC's results were found to be aligned with our primary peer group.

Double Materiality Assessment Results

The table below highlights the results of DXC’s DMA. Of the IROs identified below, only one rose to the level of potential financial materiality risk as determined by our scoring rubric. All others related to possible impacts to or opportunities for the environment or society.

Category	ESRS Topic	ESRS Subtopic	Materiality Type	Impact, Risk or Opportunity Description		
1	Environmental	Climate Change	Climate Change Adaptation	Impact	Impact	As an IT services provider, lack of planning by DXC for increasing temperatures or extreme weather events could impact our ability to deliver services.
2	Environmental	Climate Change	Climate Change Mitigation	Impact	Impact	Failure to reduce our GHG emissions could impact society and the environment.
3	Environmental	Climate Change	Energy	Impact	Impact	Failure to reduce energy consumption could impact society and the environment
4	Social	Own Workforce	Working Conditions	Impact, Financial	Impact, Risk	As a people-centric company, failure to maintain competitive wages could lead to decreased productivity, increased stress for employees or impact employee retention.
	Social	Own Workforce	Working Conditions	Impact	Opportunity	As a people-centric company, flexible work opportunities provided by DXC can expand access to talent and the communities from which DXC recruits.
5	Social	Own Workforce	Equal Treatment and Opportunities for All	Impact	Opportunity	As a people-centric company, DXC’s programs in support of neurodivergent individuals and veterans offers employment opportunities to people who may otherwise be excluded from the job market
	Social	Own Workforce	Equal Treatment and Opportunities for All	Impact	Opportunity	As a people-centric company, equitable employment practices by DXC could expand access to talent in the communities from which DXC recruits.
6	Social	Own Workforce	Other Work-Related Rights	Impact	Impact	As an IT service provider, failure to protect employee data could impact individuals whose personal data has been compromised.
7	Social	Workers in the Value Chain	Other Work-Related Rights	Impact	Impact	As an IT services provider, we may find instances of modern slavery in our supply chain, particularly within suppliers operating in high-risk countries or certain IT commodities.
8	Social	Consumers and End Users	Information-Related Impacts	Impact	Impact	As an IT service provider, failure to protect client data could impact individuals whose personal data has been compromised.

DXC’s management of these impacts, risks and opportunities discussed throughout this report.

Sustainability Strategy

DXC is committed to building sustainable and responsible business practices that create value for our clients, employees, communities and other stakeholders while contributing to a better world. As a responsible corporate citizen, we have set ambitious carbon-reduction goals, and we are actively working toward circular economy processes and climate impact mitigation.

Our comprehensive sustainability approach focuses on three key areas: advancing the sustainability of our operations; enhancing the environmental performance of our IT services; and leveraging our technologies and capabilities to help our clients achieve their own sustainability objectives.

Environmental

Advancing the sustainability of our operations and IT services while helping our clients to achieve their own sustainability objectives

DXC has set near-term company-wide emission reduction targets, which have been validated by the Science Based Targets initiative (SBTi), to: reduce our absolute Scope 1 and 2 emissions by 65% by 2030, against a 2019 baseline, and encouraging 75% of suppliers, as measured by spend, set their own science-based targets by FY27.

Social

Building an inclusive, values-based and people-first culture based on equitable practices, employee perspectives and community

We are committed to building an inclusive, values-based and people-first culture. Inclusion and belonging is at the core of our ability to serve our clients and stockholders, and it strengthens our reputation as an employer of choice in the technology services industry and beyond.

Governance

Instilling trust and garnering respect among the stakeholders we serve through transparent leadership to drive sustainable growth

DXC's governance program is structured to instill trust and garner respect among the stakeholders we serve through responsible and transparent leadership. Our Board devotes significant time and attention to ESG issues that are important to our company and our stockholders, inclusive of information security risk, ethics and compliance, and sustainability, to maintain the highest standards of corporate governance.

Sustainability Ratings and Recognition

Our sustainability approach is recognized through various ratings that help us continuously enhance our sustainability performance. These ratings also improve the comparability and transparency of our sustainability efforts for our clients and investors.

ESG Ratings

DXC's strong ESG ratings reflect our commitments across the ESG landscape. From corporate governance to cybersecurity to carbon emissions, we are proud of the recognition of our efforts to be a responsible and sustainable company. Key ratings include:

- ISS Governance QualityScore: 1
- ISS ESG: B-, Prime
- MSCI: AA
- Sustainalytics: 12.2
- CDP: A List

Recognition

- Newsweek's America's Most Responsible Companies 2026
- EcoVadis 2025 silver medal for outstanding sustainability performance
- PAC Radar 2024 Best in Class for Sustainability-related IT Consulting & Services in Europe
- Dell FY25 ESG Partner of the Year
- USA Today's America's Climate Leaders 2025
- Newsweek's America's Greatest Workplaces 2025
- Comparably's Best Companies for Global Culture 2024
- 2025 Disability Equality Index top score of 100 for 7th consecutive year
- Disability:IN 2024 Autism Inclusion Company of the Year

Memberships and Associations

DXC actively participates in industry and peer networks to drive strategic business outcomes, support global sustainability initiatives, develop deeper market and client understanding, and stay at the forefront of emerging industry thought leadership and innovation. The following list highlights some of our key memberships, although it is not exhaustive. DXC is also an active member of various industry and sustainability-focused associations within the countries in which we operate:

- Business Roundtable
- Fortune CEO Initiative
- World 50
- The Conference Board
- The United Nations (UN) Global Compact
- Greater Washington Partnership
- American Chambers of Commerce
- CDP
- Government Digital Sustainability Alliance (GDSA) — founding member; member of GDSA Circular Economy Working Group
- Green Software Foundation
- techUK
- The Open Group
- UK Council for Electronic Business
- The Chartered Institute of Information Security
- Manchester United Foundation
- GAIA-X
- Cybersecurity Tech Accord signatory
- SustainableIT.org
- American Productivity & Quality Center
- Disability:IN



Governance – Trust Through Transparency



Corporate Governance

The Board of Directors of DXC (the “Board”) adheres to governance principles designed to ensure excellence in the execution of its duties and regularly reviews the Company’s governance policies and practices. These principles are outlined in DXC’s Corporate Governance Guidelines, which, in conjunction with our Articles of Incorporation, Amended and Restated Bylaws (Bylaws), Code of Conduct, Board committee charters and related policies, form the framework for the effective governance of DXC. The full text of DXC’s Corporate Governance Guidelines, Bylaws, the charters for each of the Board committees and the DXC Code of Conduct are available on DXC’s website, www.dxc.com.

Board Leadership Structure

Our Board leadership structure consists of an independent Chairman of the Board; a Chief Executive Officer; and independent chairs for our Audit Committee, Compensation Committee and Nominating/Corporate Governance Committee.

Board Composition

At the 2025 annual meeting of stockholders, DXC’s Board comprised 10 directors, out of which all, except DXC’s President and Chief Executive Officer (CEO), are independent. Thirty percent of the directors are women and 50% identify as coming from traditionally underrepresented race/ethnicity backgrounds. Directors have an average tenure of 4.3 years and an average age of 60.5 years. The Board is committed to regular renewal and refreshment and seeking highly qualified candidates from varied backgrounds.

Board Skills and Expertise

Our directors have a strong reputation and experience in areas relevant to the strategy and operations of DXC’s businesses. They hold or have held senior executive positions in global or large, complex organizations or have relevant operating experience. In these positions, they have also gained experience in core management skills, such as strategic and financial planning, public company financial reporting, corporate governance, risk management, thought leadership, executive management and leadership refreshment.

The Board seeks directors whose expertise achieves a balance across nine key areas: Leadership and Management, Public Company Governance, Industry Experience, Audit and Financial Expertise, Enterprise Transformation and Culture Building, Capital Markets and Treasury, Technology and Information Security, Government/Regulatory and Public Policy, and ESG.

Board Responsibilities

DXC is committed to maintaining the highest standards of corporate governance, with the Board’s responsibilities including overseeing business management and risk assessment, ensuring the integrity of financial statements and public disclosures, reviewing major financial objectives and strategic plans, and overseeing talent management and succession planning.

Risk Oversight and Management

Enterprise Risk Management (ERM) Oversight: The Board has overall responsibility for oversight and assessment of the risks that DXC faces, with senior management handling day-to-day risk management and the Board providing integrated oversight through periodic updates on risk monitoring and mitigation, key risk metrics, control environment effectiveness, emerging risk analysis and annual risk assessments.

“ Our governance framework is built on independent board oversight and proactive risk management. Our board committees provide dedicated oversight of cybersecurity threats, AI governance, and ESG performance, while comprehensive compliance programs ensure accountability at every level. This integrated approach is designed to deliver transparency and long term value creation. ”

— Matt Fawcett,
Chief Legal Officer



Committee Risk Oversight: The Board delegates certain risk management oversight responsibility to the Board’s committees:

- **The Audit Committee** oversees accounting, financial reporting processes and disclosure controls and procedures, related internal control frameworks, the audits of DXC’s financial statements, internal control over financial reporting, ERM, and ethics and compliance.
- **The Compensation Committee** oversees succession planning, leadership development, compensation plans and human capital management matters.
- **The Nominating/Corporate Governance Committee** oversees governance structure risks, the Board’s performance evaluation, corporate governance documents, ESG and climate risks, information security, and AI governance.

Cybersecurity and AI Risk Management: Cybersecurity is integrated into the ERM program, with Board oversight delegated to the Nominating/Corporate Governance Committee, which receives quarterly reports from the Global Chief Information Security Officer. AI risk is managed through an AI Risk & Compliance Program with cross-functional collaboration.

ESG Risk Management and Oversight: DXC's ESG governance is a multitiered process involving the Board, executive staff and internal leadership, with the Board providing oversight to ensure governance, long-term strategy and processes to manage ESG outcomes. The Nominating/Corporate Governance Committee has specific oversight of ESG and receives quarterly updates on ESG matters.

Climate Risk Management Integration: Climate-related risks are integrated into the ERM program, with the Enterprise Risk Committee assisting management in assessing and monitoring climate-related risks.

This governance structure demonstrates DXC's commitment to comprehensive oversight of both traditional corporate governance matters and emerging cybersecurity, AI, ESG and climate-related risks and opportunities, with clear accountability structures from the Board level through operational implementation.

Political Contributions and Lobbying

In keeping with DXC's Code of Conduct, DXC pursues our public policy agenda in strict accordance with the law and our global Government Affairs Policy which, among other things, establishes clear governance for lobbying, Political contributions and contact with government officials.

- **Lobbying:** The company discloses our international, U.S. federal, state and local lobbying activity and expenditures as required by law.
- **Political Contributions:** DXC's Government Affairs Policy does not allow DXC to use corporate funds or assets for contributions to candidates for U.S. federal political office, or for federal office in any country. DXC did not make political contributions in FY25 to U.S. state candidates or to state and local government ballot measures, Political Action Committees and political party committees.
- **Trade Associations:** DXC did not make any trade association payments used for political contributions in FY25.

The DXC Government Affairs Policy is available on our website at www.dxc.com/us/en/about-us/leadership-and-governance/dxc-government-affairs.

Tax Approach

As a multinational corporation doing business in more than 70 countries, DXC's approach to tax includes our commitment to ensuring compliance with numerous complex and ever-changing tax rules and reporting requirements while maintaining a tax-efficient profile in a manner that also contributes positively to the communities in which we operate. We use a combination of in-house and external resources based in several countries to operate our tax function. We comply with U.S. and Organization for Economic Co-operation and Development (OECD) guidelines for reporting financial, economic and tax-related information in the jurisdictions in which we operate.

We pay a significant amount of taxes across the world. These taxes include direct taxes (such as corporate income taxes) and indirect taxes (such as value-added taxes, employment taxes, withholding taxes and property taxes).

DXC manages tax-related risk through the use and reference of local country and U.S. tax reporting and accounting standards (e.g., ASC 740, ASC 450, International Financial Reporting Standards [IFRS], OECD, the Sarbanes-Oxley [SOX] Act, the Committee of Sponsoring Organizations [COSO] framework, and local country tax guidelines). DXC's internal audit and SOX functions perform controls testing to ensure alignment with internal reporting policies.

For further information on DXC's tax and internal controls policies and provisions, please see relevant references in our [2025 Annual Report](#).



Code of Conduct

At DXC, excellence and integrity are the foundation of our company. Committing to integrity, and honoring our values, increases trust; it reduces risk to our business and reputation; it also creates the strongest foundation for an inclusive culture of collaboration in which our people can excel and thrive.

Having simple, clear and accessible guidance on doing the right thing is therefore essential. Our [Code of Conduct, “Delivering Excellence,”](#) (the Code) is a practical guide that helps employees and business partners identify and understand the ethical and legal compliance considerations that may arise in the course of our work. DXC Integrity is responsible for implementing, maintaining and overseeing compliance with the Code, internal policies and the law.

The Code is available in 27 languages and applies globally to all directors, officers, executives, employees and representatives, its wholly owned subsidiaries and their affiliates, subject to applicable laws and regulations. It also applies in certain respects to business partners, such as suppliers, contractors, consultants, representatives and agents.

All our employees are expected to be familiar with and follow the Code. Accordingly, annual training on the Code is required for employees and contractors. Training must be completed within 30 days of assignment. New hires are assigned the Code training within 3 to 4 days of onboarding and must also complete it within 30 days of assignment. We insist on and achieve 100% completion.

Honoring our Code and living our values is essential to creating a workplace environment in which everyone can thrive. A violation of the Code, supporting policies or the law is a serious matter that may result in disciplinary action, up to and including termination, in accordance with applicable laws. As part of the obligation to follow the Code, anyone who sees or suspects misconduct is expected to report it immediately to management, to DXC Integrity or via our confidential reporting channel, [the SpeakUp Line](#). We do not tolerate retaliation against employees because they have, in good faith, spoken up, reported alleged misconduct or participated in the investigation process. Employees who are found to have engaged in retaliation will be subject to disciplinary action.

Grievance Mechanisms

Promoting a Culture of Speaking Up

Our organizational values and Code of Conduct set the expectation that employees and everyone working with or on our behalf seek advice regarding appropriate conduct and raise concerns regarding known or suspected misconduct. If anyone is in doubt about the right course of action, or has a concern, they should speak up. Investigating reports of misconduct helps us prevent and detect misconduct while promoting a strong ethical culture and a commitment to compliance.

We encourage our employees to speak up with questions and concerns, and we comply with local laws and regulations concerning whistleblowing protection. We maintain multiple channels to speak up, confidentially (where permitted by local law) and anonymously, if chosen. Such channels include the DXC SpeakUp Line at www.speakupdxc.com, the SpeakUp mailbox at speakup@dxc.com, Human Resources channels, the DXC Response Operations Center, or our Legal team.

Our SpeakUp Line is a comprehensive and confidential reporting tool. It provides employees, officers, directors, contractors, suppliers and other third parties with a channel to report ethics and compliance concerns or to seek guidance on ethical dilemmas and on the application of our values to business and workplace situations.

Protection and Support for Whistleblowers

Employees and representatives are encouraged to report concerns without fear of retaliation. Retaliation against individuals who report misconduct in good faith or participate in investigations is strictly prohibited and will result in disciplinary action, up to and including termination.

Retaliation may be direct — such as demotion or unfair evaluations — or indirect, including exclusion or unrealistic expectations. All claims of retaliation are taken seriously and investigated thoroughly. In some jurisdictions, retaliation may also be subject to legal reporting requirements.

“ At DXC, we pride ourselves on operating with excellence and integrity. Our comprehensive governance framework is designed to ensure we comply with applicable laws and regulations, while promoting an ethical culture that reinforces our corporate values. ”

— Feras Sadik,
Vice President, Chief Ethics and Compliance Officer,
Head of Litigation, Regulatory, and Compliance



Anti-Corruption

We have an anti-corruption program with a dedicated global team, under the leadership of the company’s Chief Ethics and Compliance Officer. The program includes policies, procedures and training on applicable anti-bribery and anti-corruption laws, third-party risk management, gifts and hospitality disclosure requirements, and the conflicts-of-interest disclosure reporting process. The elements of this program are stated in the Code of Conduct and in Code of Conduct training, which all employees are required to complete annually. Additional training in anti-corruption, gifts and hospitality, and third-party risk management is given to employees and business partners who work in high-risk regions and/or hold certain roles within the company.

Our policy on anti-corruption states that we will compete fairly for business, solely on the merits of our competitive offerings. Employees are prohibited from bribing anyone to obtain, retain or direct business, or to secure any other improper advantage. Neither DXC nor any of its associated persons, commercial

intermediaries or other third parties will make or be a party to any improper payments. Third parties will be engaged only with a written agreement and, when required, only after conducting a comprehensive, risk-based due diligence inquiry regarding business integrity. Our policy requires that gift and/or hospitality expenditures be recorded accurately and completely in our books and records, where no false, misleading, incomplete, inaccurate or artificial entries are to be knowingly made for any reason.

Mitigating Corruption Risks

Our policies and processes mitigate risk in our operations, including risks related to corruption in third-party relationships, gifts and hospitality provided or received by employees, and conflicts of interest. We comply with the United States Foreign Corrupt Practices Act (FCPA) and the United Kingdom Bribery Act (UKBA). Beyond the transnational reach of the FCPA and UKBA, we also abide by the anti-bribery and anti-corruption statutes of other nations, almost all of which have some form of anti-bribery law to prohibit improper payments of any amount to government officials. We maintain policies and process controls for risk areas such as gifts and hospitality, use of third parties, and facilitation payments.

Our third-party risk management processes for anti-corruption require that certain categories of third parties undergo ongoing due diligence to identify corruption risks and risk mitigation activities. We evaluate various factors in our due diligence process, including Corruption Perceptions Index (CPI) scores, size of the business, use of third parties, type of business, and public sector involvement.

The Gifts and Hospitality process requires the disclosure of certain gifts received and provided by employees and contractors. The Gifts and Hospitality policy establishes limits where certain gifts, including meals for clients, etc., are prohibited or must be disclosed to the DXC Integrity team.

Anti-Corruption Training

We require that all employees complete our annual Code of Conduct training, which includes a segment on anti-corruption. In FY25, 100% of active employees completed the annual training. Additional training on anti-corruption, gifts and hospitality, and third-party risk management is given to employees and business partners who work in DXC-perceived high-risk regions. We also offer employees optional training on supply chain transparency, through our online learning portal, DXC Learning.

Compliance with Laws and Regulations

As a global company, we follow laws and regulations in the countries in which we operate. We are dedicated to upholding the highest standards of governance by complying with laws and regulations of the countries in which we operate.

Anti-Competition

Our Anti-Trust & Competition Compliance Policy covers anti-competitive behavior, anti-trust, and monopoly practices. We are committed to the principles of fair competition and the regulation of activities to ensure compliance with anti-trust protections. As such, our policy requires compliance with laws governing economic regulation in the countries in which we operate, and the preservation of a competitive and free enterprise system. As a U.S. public company, DXC discloses any material legal matters in our corporate filings, as

required by U.S. regulations. During the reporting period for FY25, we did not have any material legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.



Enterprise Risk Management

The Enterprise Risk Management (ERM) function was established to assist DXC in achieving our strategic objectives and operational goals by managing risk appropriately. The purpose of the program is to institute a comprehensive risk management framework that is tailored to the needs of the organization and our stakeholders.

The mission of DXC’s ERM program is to empower the effective identification, assessment and management of key risks across the enterprise. The program aims to enable informed decision making that supports the business in navigating uncertainty and building resilience, while pursuing strategic objectives and operational goals.

The vision of the ERM program is to support DXC in fostering a proactive and collaborative risk culture that effectively manages risks and consistently seeks to deliver on commitments to our clients, employees and shareholders. We strive to integrate risk management across DXC’s business processes to enhance resiliency, sustainability and value creation.

DXC describes risk culture as the collective values and behaviors that shape how our employees identify, assess and manage risk. This is driven by DXC’s commitment to delivering excellence for clients and employees, fostering collaboration, acting with integrity and supporting our communities. It emphasizes proactive risk management, ethical decision making and continuous improvement to promote the organization’s resilience and sustainability.

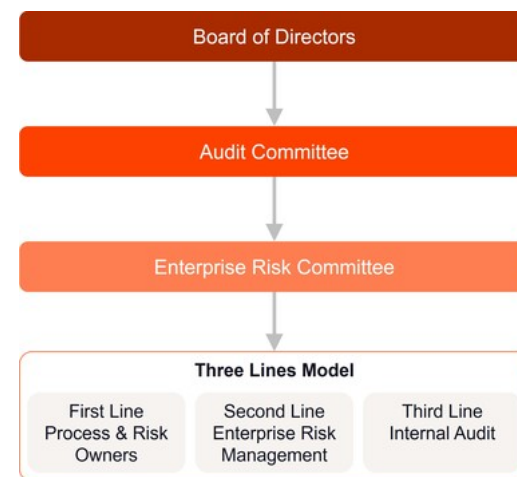
Program Governance and Reporting Structure

The Board of Directors and the Audit Committee have primary responsibility for risk oversight at DXC. The ERM function team reports to the Board of Directors on a periodic basis and biannually to the Audit Committee.

The Enterprise Risk Committee (ERC) assists management in fulfilling its responsibilities of assessing, managing and monitoring risks, as well as aids the Board of Directors in its oversight responsibilities. ERM reports to the Enterprise Risk Committee at least four times per year.

The ERM function is responsible for the development and implementation of an organization-wide risk management framework, annual risk assessment activities and periodic reporting to leadership. Reporting may include an overview of enterprise risk posture, key priority risk management and monitoring materials, as well as current program initiatives and maturity levels.

Additionally, ERM supports first-line risk initiatives through ongoing engagement with risk management teams and collaborates with Internal Audit to inform and strengthen overall risk and audit activities. Strong cross-



functional partnership with risk-adjacent teams enables ERM in driving key risk efforts across the organization.

Enterprise Risk Management Framework

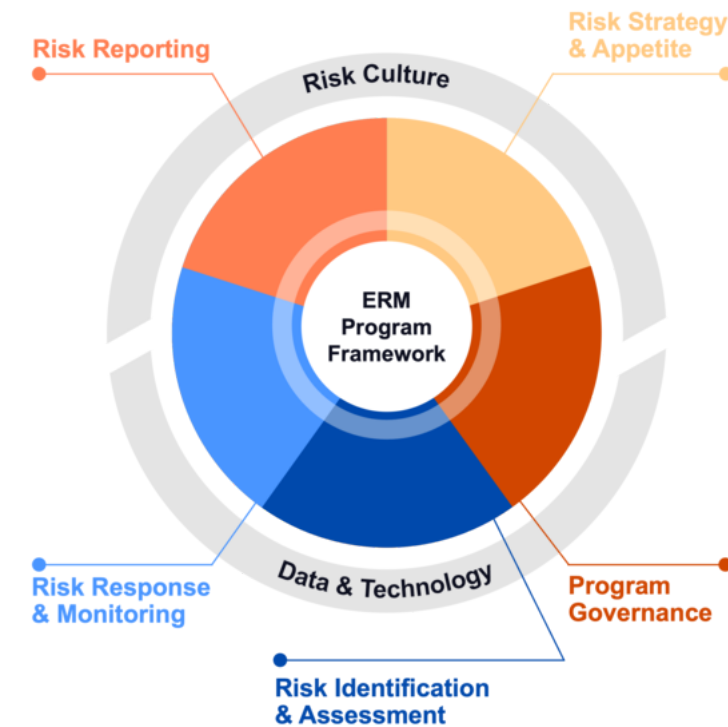
DXC’s ERM function has developed a consistent framework that is anchored in the ERM concepts put forth by the widely recognized COSO ERM Integrating Strategy and Performance Framework as well as the ISO 31000 — Risk Management Guidelines.

The illustration depicts the five core components and two key enablers of DXC’s overarching ERM framework.

Enterprise Risk Assessment Process

DXC’s ERM program facilitates an annual Enterprise Risk Assessment (ERA) exercise in collaboration with executive leadership and key stakeholders to identify and refresh the top enterprise risks impacting the organization, which includes the consideration of sustainability and climate-related risks. Prior to this assessment, ERM conducts an annual Emerging Risk Analysis that examines relevant risk information from internal and external data sources on global, market, or industry risks and trends. The outputs of this analysis are leveraged and considered within the broader ERA process.

ERA may consist of interviews and/or surveys with business leaders and key stakeholders. Potential updates to the overall risk register and priority risks are identified based on the results of these activities and are then reviewed and confirmed with the Enterprise Risk Committee. The updated risk register and priority risks are subsequently presented to the Audit Committee for review. ERM partners with the business to establish accountability and monitoring over the priority risks and provides updates on mitigation efforts to the ERC and Audit Committee on a periodic basis. The risk register and priority risks are refreshed throughout the year, as needed.



Responsible Supply Chain

A resilient supply chain is essential for maintaining business continuity in the face of disruptions — whether from global crises, natural disasters or market volatility. It enables companies to adapt quickly, minimize risk and continue delivering value to clients without interruption.

At DXC, we are steadfast in our commitment to upholding the highest standards of integrity and ethical conduct across our global operations. Our suppliers are integral partners in our mission to deliver excellence to our clients, and we are dedicated to fostering a supply chain that reflects our core values.

Supply Chain Approach

Our approach to supply chain management is guided by our DXC Responsible Supply Chain Principles and our Human Rights Policy, which establish the standards required for conducting business with us. These principles are rooted in our commitment to sustainability. They are integrated into our procurement activities, which consider not only economic and technical criteria but also essential social, environmental and ethical responsibilities.

Our Responsible Supply Chain Principles are organized into six main categories:

1. **Human Rights:** As a UN Global Compact signatory, we are committed to respecting and protecting international human rights and ensuring we are not complicit in any human rights abuses across our operations and our value chain.
2. **Labor:** We enforce fair labor standards, prohibit child labor, and respect the rights of employees to freely associate and bargain collectively.
3. **Ethics and Compliance:** We have a zero-tolerance policy for corruption, bribery and any unfair business practices.
4. **Environment:** We require our suppliers to implement responsible environmental policies and to minimize their impact on the environment.
5. **Inclusivity:** We are dedicated to fostering an inclusive and resilient supply chain and expect our suppliers to share this commitment.
6. **Corporate and Management Systems:** We require our suppliers to have appropriate management systems in place to ensure compliance with our principles and all applicable laws and regulations.

Supplier Engagement and Selection

We view our suppliers as extensions of our own business and crucial partners in our sustainability journey. We are committed to working collaboratively with them to ensure compliance with our Responsible Supply Chain Principles. Our engagement with suppliers is a continuous process that includes:

Supplier Selection: We carefully consider a supplier's social, environmental and ethical performance as part of our selection process. Our commitment to corporate citizenship and client success is demonstrated by integrating suppliers that reflect our communities. We expect our suppliers to adhere to all relevant national, regional, and international laws and standards.

Performance Assessment: We routinely assess the performance of our key suppliers to evaluate their compliance with our principles. When we identify gaps, we work with the supplier to develop and implement a corrective action plan.

Cascading Requirements: We require our suppliers to sign our Responsible Supply Chain Principles and apply them to their own suppliers, ensuring that our commitment to ethical and sustainable practices extends throughout our supply chain.

Due Diligence and Monitoring

We have a robust due diligence and monitoring program to identify and mitigate risks within our supply chain. Our program includes:

Annual Modern Slavery Due Diligence: We conduct annual modern slavery due diligence on our higher-risk suppliers, which includes our largest suppliers (top 75% by spend) and those operating in high-risk geographies or industries.

AI-Enabled Platform: In FY25, we implemented an AI-enabled platform to enhance our end-to-end supply chain visibility and continuously monitor supply chain risks across several risk domains.

Supplier Audits: We reserve the right to monitor our suppliers' processes and procedures to ensure compliance with our principles. This may include surveys, audits and other verification programs.

Governance and Reporting

Our commitment to a responsible supply chain is embedded in our corporate governance structure. Our Chief Ethics and Compliance Officer, who also serves as our designated Human Rights Officer, oversees our ethics and compliance programs and reports to our General Counsel and the Audit Committee of our Board of Directors.

We provide multiple channels for employees, suppliers and other stakeholders to report concerns, including our confidential DXC SpeakUp Line. All reports are investigated by our dedicated integrity team, and we have a formal issue management process to ensure that any violations are remediated and that steps are taken to prevent recurrence.

We are proud of the progress we have made in building a responsible and sustainable supply chain, and we are committed to continuing our efforts to create a better future for our clients, employees and communities.

Third-Party Risk Management

DXC recognizes that third-party relationships are integral to our operations and that managing associated risks is essential to upholding our reputation. We have implemented a comprehensive Third-Party Risk Management Program to ensure that our partners align with our values and compliance standards. Our approach is structured around six core pillars:

Due Diligence and Risk Assessments

We conduct pre-engagement assessments to evaluate third parties across seven risk domains:

- Artificial Intelligence
- Global Trade
- Anti-Bribery and Anti-Corruption
- Finance
- Global Data Protection
- Information Security
- Environmental, Social and Governance

Mitigation and Response

Identified risks are addressed through tailored mitigation strategies, contractual safeguards and, where necessary, remediation plans to ensure compliance and accountability.

Monitoring and Analytics

Ongoing monitoring mechanisms help us track third-party behavior and flag potential issues in real time.

Governance and Reporting

DXC's Third-Party Risk Management Program sits within DXC Integrity, overseen by the Integrity and Audit Committees. DXC Integrity is responsible for the implementation and execution of key third-party risk processes and overarching program governance.

Education and Awareness

We prioritize training our internal teams and third parties on DXC's third-party risk management processes and expectations.

Standards and Policies

All third parties are required to adhere to DXC standards and policies, including our Code of Conduct and regulatory guidelines.

Through this framework, we aim to foster an ethical and sustainable supply chain that supports DXC's mission and values.



Cybersecurity

Introduction

DXC takes a holistic approach to security. We believe in a strong relationship between individual responsibility (DXC employees and contractors), asset protection (physical and logical security), ethics and compliance, and information security. Together, we secure DXC.

Cybersecurity is foundational to DXC’s culture. We weave cyber resilience into our IT security and operations. Whether we are migrating workloads to the cloud or protecting data with a Zero Trust strategy, DXC’s Cybersecurity team manages information security, allowing DXC employees to focus on supporting our clients.

Our internal cybersecurity services and solutions enable DXC to assess risk and proactively address all facets of our security environment, from threat intelligence to compliance. We leverage proven methodologies, intelligent automation and industry-leading partners to tailor security solutions to meet our dynamic and ever-changing business needs.

Governance

Cybersecurity is considered a critical risk area at DXC. It is integrated into the company’s overall ERM program, which includes maintaining the ERM framework, evaluating risk appetite, monitoring evolving risks and evaluating the effectiveness of mitigations.

Board Oversight: The governance of DXC’s cybersecurity program is overseen by the Board of Directors, the Nominating/Corporate Governance Committee (which has specific oversight responsibility for cybersecurity) and the Security Steering Committee.

Nominating/Corporate Governance Committee Role: The Nominating/Corporate Governance Committee oversees management’s efforts to identify, assess, mitigate and remediate material information security risks. The Audit Committee oversees disclosure controls and procedures, which include cybersecurity reporting disclosure controls.

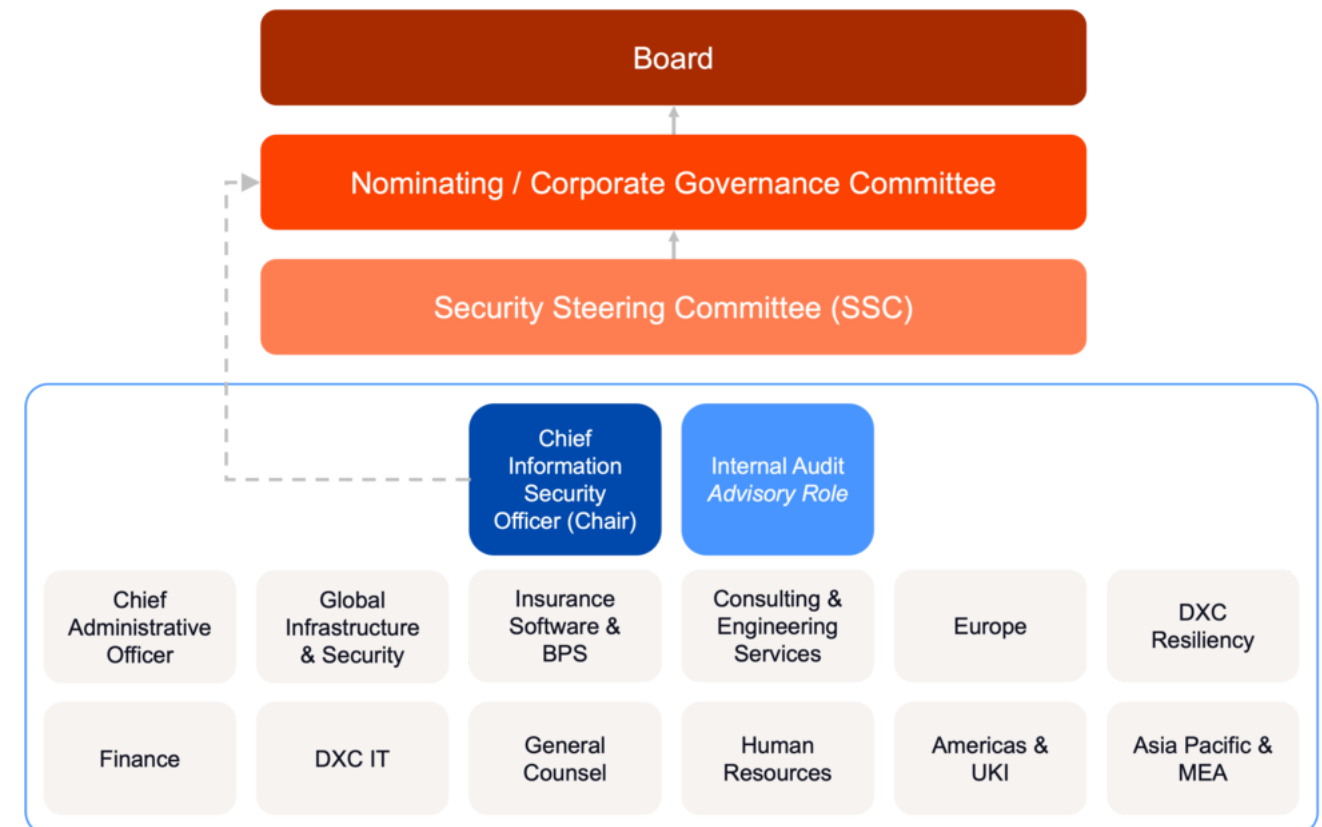
The Nominating/Corporate Governance Committee receives reports from the Chief Information Security Officer (CISO) on the company’s information security program at each quarterly committee meeting. Outside of the quarterly meetings, management also updates the Nominating/Corporate Governance Committee on cybersecurity incidents it considers significant. The Nominating/Corporate Governance Committee chair provides an overview of the information security reports to the full Board following each quarterly committee meeting.

Security Steering Committee Role: Our management team, including our CISO, Chief Information Officer, Managing Director of Global Infrastructure Services, and General Counsel, along with other key business and functional leaders, constitutes our Security Steering Committee (SSC).

The SSC is responsible for ensuring that the Global Cybersecurity program is correctly aligned with and visible to both the Nominating/Corporate Governance Committee and the DXC Board of Directors. To that end, the SSC determines investment and resource levels essential for mitigating cybersecurity risk across the company. It further facilitates decision making and advances information security policies and standards

designed to securely enable enterprise systems, offerings and leveraged solutions. In addition, the committee promotes and prioritizes the remediation of cybersecurity risks uncovered through account delivery or deal governance processes, while maintaining transparency regarding the mitigating activities undertaken in response to ongoing threats that could affect DXC or our clients.

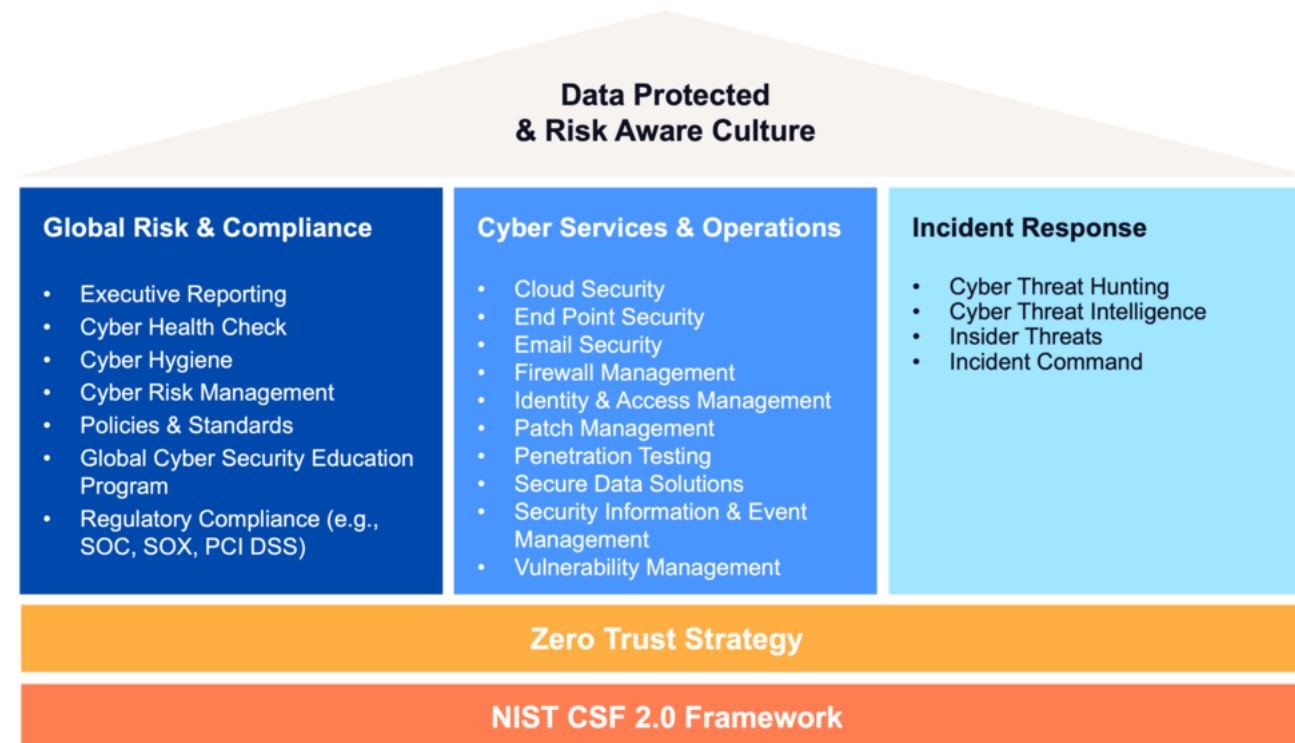
The SSC champions global cybersecurity risk programs, ensuring their integration with other business processes and decisions, as appropriate. The committee coordinates risk initiatives across the company, promoting transparency and establishing clear accountability for mitigating information security risks. It provides guidance on a range of global cybersecurity matters, including internal cybersecurity strategy, emerging threats, risk management, and process and technology enhancements. The committee is also responsible for reviewing, prioritizing and sponsoring investments and deployments related to information security. In addition, it reviews the results of risk assessments conducted by DXC and periodically evaluates the company’s information security risks, controls and threat landscape to address and mitigate potential threats and breaches. The committee also monitors emerging global cyber regulations and the outcomes of key regulatory programs to ensure ongoing compliance and preparedness.



Global Cybersecurity Organization

Led by our CISO, Global Cybersecurity serves as the primary organization responsible for managing DXC’s information security program. This responsibility entails establishing a management framework that initiates, controls and supports the implementation of information security measures throughout the company, ensuring alignment with both business objectives and legal requirements. The organization also defines the specific roles and responsibilities necessary for effective information security management, providing clarity and accountability across the enterprise. In addition, Global Cybersecurity coordinates and reviews the implementation of information security controls across DXC, ensuring a consistent and effective approach to risk mitigation.

A recognized cybersecurity governance framework and strategy form the foundation of this effort, enabling the organization to build a resilient and high-performing global cybersecurity function. This approach helps to ensure that DXC remains trusted, agile and well prepared to address the challenges of an ever-evolving digital landscape. The accompanying diagram highlights some of the key functions that make up our Global Cybersecurity organization.



NIST Cybersecurity Framework 2.0

The National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) version 2.0 provides a flexible, repeatable and cost-effective framework for managing cybersecurity risk. Adopting a Zero Trust strategy within a cybersecurity organization is a transformative approach to modern security challenges. Together, they form the backbone of our commitment to delivering secure, scalable and high-performing services.

DXC’s Global Information Security program undergoes a full-scope independent annual assessment to review the effectiveness and maturity of security controls across the company. This third-party assessment is conducted against the NIST CSF 2.0, and the results are reported to DXC’s Board of Directors and used to prioritize development and implementation of initiatives for the information security program.

“Cybersecurity is more than technology—it’s a shared commitment to trust, vigilance, and responsible action. Across our global organization, we integrate security into every decision and every interaction. At DXC, we prioritize the protection of our people, our data, and the trusted relationships that enable innovation and a secure digital environment.”

— Mike Baker,
Chief Information Security Officer



Zero Trust Strategy

The cybersecurity Zero Trust strategy and model operate on the principle of never trusting and always verifying. It requires continuous authentication and authorization for every user, device and application that accesses DXC resources. Our enterprise-wide, global cybersecurity team uses the same tools we offer to our clients. As “customer zero,” DXC successfully implemented a Zero Trust strategy to safeguard our highly complex network, which supports over 120,000 users across the globe. Every day, DXC employees connect remotely to our environments, requiring secure access and authorization to sensitive data from locations around the globe. As a result, we are uniquely qualified to advise our clients on their digital transformation journeys and the Zero Trust strategy.

DXC has a deep understanding of network modernization and cloud migration, including identity and access requirements and solutions. This means we can provide the end-to-end partnership required for successful Zero Trust adoption.

Zero Trust is woven into the fabric of DXC, minimizing the organization’s risk profile while resiliently adapting to an ever-changing cyber threat landscape.		
STRATEGIC ELEMENTS	BUSINESS OBJECTIVES	OUTCOMES
Zero Trust Culture	A Zero Trust mindset benefits both the organization and employees, providing mutually beneficial protection from unintentional actions and bad actors while simplifying security.	<ol style="list-style-type: none"> 1. Secure, simplified virtual-first experience 2. Protected remote access to company resources 3. Consistent authentication protects against phishing and social engineering 4. Continuous monitoring awareness, providing employee and organizational protection
Risk Mitigation	DXC’s Zero Trust pillars minimize the surface area for potential attacks allowing threat resources to swarm, thereby limiting the scope and impact of potential security incidents.	<ol style="list-style-type: none"> 1. Reduce impact of security incidents 2. Decrease time to recover from security incidents 3. Minimize reputational risk 4. Meet and exceed industry regulatory compliance
Continuous Security Improvements	Staying ahead of a constantly evolving and sophisticated threat landscape by focusing on people, process and technology is critical to protecting DXC.	<ol style="list-style-type: none"> 1. Current, relevant security posture following policies and procedures 2. Trained cybersecurity staff on protection methods and technologies 3. Investing in technologies to outpace security threats, improving detection and response 4. Reduce cost through security landscape simplification

DXC has strategically embedded the Zero Trust pillars (identity, devices, networks/environments, applications/workloads and data) into ERM processes, enhancing our ability to proactively identify, evaluate, address and monitor risks within a dynamic and evolving threat landscape. These pillars also serve as a foundation to our AI roadmap and capabilities, driving a cohesive and integrated approach to DXC’s cybersecurity strategy and initiatives. The adoption of the Zero Trust model serves as a strategic guidepost for both our AI security operations and the protection of our AI environment. Furthermore, the model serves as the foundation for communicating status and progress to the SSC and the Board regarding our cybersecurity improvement initiatives.

Third-Party Risk Management: DXC’s Global Cybersecurity organization has established a formal information security Third-Party Risk Management Program. Business processes are in place to complete risk assessments for new contracts and contract modifications. DXC’s Third-Party Risk Management Program requires suppliers to maintain an information security schedule, which defines the controls and clauses established to mitigate the risk associated with suppliers’ access to DXC or to our clients’ data or systems.

The information security schedule is designed to prevent disruptions to DXC’s network and the loss of confidential data, thereby safeguarding both DXC’s and our clients’ information. It plays a critical role in protecting the organization against regulatory non-compliance penalties by ensuring that necessary security measures are in place. The schedule also establishes global contractual security terms and conditions, providing a consistent framework for security expectations across the organization. In addition, it sets forth clear guidelines regarding acceptable and prohibited uses of information systems, helping to maintain proper conduct and data integrity. The information security schedule defines measurable, industry standard technical controls and specifications, ensuring that security practices meet recognized benchmarks. It also establishes DXC’s rights to perform IT security assessments, enabling proactive identification and mitigation of potential risks. Finally, the schedule outlines client security requirements that suppliers must meet, ensuring that third-party partners adhere to the same high standards of information security.

Cybersecurity Assessment: The Cyber Maturity Assessment is an annual independent review of DXC’s overall cybersecurity effectiveness as measured against the NIST CSF control suite. This offers a comprehensive, end-to-end assessment of our current security capabilities, benchmarked against a globally recognized industry-standard framework. DXC’s Cyber Risk Management team solicits this review annually to increase our risk-awareness culture, inform our risk register, and provide transparency to our policies, processes and effectiveness. The outcome of the assessment helps us to:

- Assess the DXC enterprise and delivery environments against the NIST CSF framework
- Determine alignment between the people, process and technology model and the framework
- Validate the positive impact of past improvements on the company’s current maturity
- Establish areas of opportunity for enhancing our cybersecurity posture, leveraged for the creation of a comprehensive roadmap for ongoing improvements
- Provide DXC with a detailed report of findings aligned to the control areas within the framework
- Serve as a communication mechanism for reporting cybersecurity maturity to the SSC and the Board of Directors

Global Risk and Compliance

An essential core functional area within DXC’s Global Cybersecurity organization is Global Risk and Compliance. It acts as a strategic safeguard, ensuring that security practices align with legal, regulatory and business requirements. The following are a few detailed examples of the sub-functions that support this portion of our operating model.

Cybersecurity Risk Management: Having adopted the NIST CSF framework, Global Cybersecurity has developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity and availability of our critical systems and information. Using it as a guideline, the framework helps us identify, assess and manage cybersecurity risks relevant to our business.

The program is specifically designed to analyze, manage and report cybersecurity risks to DXC that will improve the overall information security posture of the business, through the following activities:

- An annual global cybersecurity risk profile assessment
- Streamlined information security risk and control management process for DXC systems
- Ongoing information security risk and issue management
- Third-party risk management integrated with supply chain and into operations of the program
- Management and reporting of the global risk register and performance metrics

The program is aligned with the DXC ERM organization and executive leaders throughout the enterprise, who are responsible for setting expectations for a cybersecurity risk-aware culture within DXC.

Policies and Standards

Policies and standards play a vital role in ensuring that DXC and our clients are effectively protected from cyber threats, while also supporting a compliant and consistent approach to our business operations.

The DXC Information Security Policy and supporting standards are the foundation of the DXC Information Security and Risk Management programs. They provide detailed controls for mitigating risk, protecting DXC and client information, and strategies for reporting, responding to, investigating and recovering from security incidents.

DXC’s comprehensive information security and IT policies include, but are not limited to, areas such as access control and identity management, data protection, risk management and governance, incident response and recovery, security monitoring, and security awareness and training.

Each security document follows the fundamental principles outlined by NIST, ISO 27001 and ISO 27002 standards. The key principles are outlined in DXC’s overarching Information Security Policy, which serves as a framework for other supporting documents. The policy serves as a reference when there is doubt or when no published standard or procedure is relevant to a particular requirement.

Global Cybersecurity Education Program

In today’s digital landscape, cybersecurity is not just a technical concern — it’s a shared responsibility across every level of the organization. The purpose of DXC’s Global Cybersecurity Education program is to provide employees with the knowledge and awareness needed to recognize and respond to potential threats, thereby reducing risk and protecting our company’s critical assets. Our goal is to foster a culture of security-minded behavior, ensure compliance with regulatory standards, and empower every team member to play an active role in safeguarding our data, systems and reputation. Through continuous learning and engagement, we aim to build a resilient workforce capable of navigating the evolving challenges of cybersecurity.

Cybersecurity Awareness and Training

Annual training is critical to the overall success of the Global Cybersecurity Education program, and all DXC employees and contractors are required to complete the training. It outlines the specific role of each employee in the effort to secure DXC information and assets. Likewise, it details the core elements of DXC’s Information Security Policy and standards that are applicable to all employees.

The cybersecurity awareness program is divided into two parts: awareness and training. The awareness part provides DXC staff with a better understanding of security risks and mitigation, the importance of security to daily business, and how DXC security policy and standards address security risks. The training part seeks to cover important and potential security concerns in detail and introduce easy-to-understand and easy-to-follow rules to reduce the risk of problems.

Annual completion of security awareness training provides DXC employees and contractors with the necessary knowledge and skills to avoid putting DXC, our clients’ and our employees’ data at risk. For FY25, the compliance rate for annual training was 99%.

Key elements of DXC’s cybersecurity awareness program include:

- Ongoing communication of newly published policies, standards and procedures to employees
- Delivery of annual cybersecurity training for new and existing employees and contractors
- Issuance of security bulletins and alerts to educate employees regarding recent security vulnerabilities and exploits that may affect them at work and in their personal lives
- Management of the Cyber Knowledge Hub, a resource containing security awareness-related articles, tip sheets, guidelines, links to policies, processes, and points of contact for support.



Compliance

Ensuring that DXC adheres to information security laws, regulations, standards and guidelines applicable to our operations is a key component of the Global Cybersecurity program. Compliance requirements may originate from clients or jurisdictions in which DXC operates. The goal of compliance is to avoid legal penalties, financial loss or reputational damage by ensuring that DXC operates within the boundaries of the law and client commitments.

DXC manages and monitors compliance through our ISO/IEC 27001:2022 certified ISMS, which aligns with multiple industry standards, models and frameworks. 100% of our multi-tenant data centers maintain ISO

27001 certification. DXC's senior leadership supports the implementation of the ISMS to ensure that business benefits are achieved by directing appropriate management attention to business operations, optimizing risks, and allocating resources effectively to meet DXC's strategic priorities. The ISMS is included in DXC's broader Integrated Management System and is the largest of DXC's certification programs.

Key Cybersecurity Performance Indicators

DXC tracks key cybersecurity performance indicators, including vulnerability remediation timelines, coverage of third-party risk assessments, and the effectiveness of incident responses. These items are regularly reviewed by leadership and inform the continuous improvement of our security posture.

Cyber Services and Operations

The importance and purpose of Cyber services and operations within a cybersecurity organization are central to maintaining a secure, resilient and efficient digital environment. The examples below illustrate how these sub-functions are integrated into our operational model, highlighting the key attributes of each.

Cloud Security: Our cloud security services provide the confidentiality, integrity and availability of cloud resources and include a comprehensive suite of tools and frameworks designed to protect DXC's cloud infrastructure and data hosted on public cloud platforms.

The public cloud platform provides core infrastructure services such as networking, DNS, monitoring, patching, high availability, backup and recovery. Likewise, it encompasses management tools such as Cloud Native Application Protection Platform (CNAPP) for cloud posture management, which includes AI inventory and security compliance.

DXC conducts a risk assessment tailored to cloud services and environments, taking into account the shared responsibility model between the cloud service provider (CSP) and the cloud consumer.

Assessments are conducted to evaluate the security posture of potential CSPs, ensuring they adhere to recognized standards (e.g., ISO/CSA STAR), including reviews of the CSP security certifications, audit reports and compliance with relevant industry regulations (e.g., EU General Data Protection Regulation [GDPR], U.S. Health Insurance Portability and Accountability Act [HIPAA]).

Endpoint Security: Systems are regularly backed up with separate storage from production environments, and Office 365 features such as SharePoint and OneDrive versioning enhance data resilience. Server and endpoint software is kept current, protected by network security devices and VPNs. Data is encrypted at rest and in transit, including on hard disks, removable media and network traffic.

Endpoints feature anti-malware and advanced threat protection, reporting to a 24x7 monitored enterprise security information and event management (SIEM) platform. Compliance is verified before access to the DXC environment, ensuring systems meet security standards. Browser configurations are securely hardened with managed support, enforcing consistent policies.

Email Security: Email filtering and spam protection are actively enforced to safeguard our end users from malicious and unwanted messages. A managed phishing program is in place, providing regular employee testing and a streamlined interface for reporting potential threats directly to the Security Incident Response

Control Center (SIRCC). Email data loss prevention controls are implemented, with customized policies tailored to meet the specific requirements of the business.



Identity and Access Management (IDAM): Separate IDAM platforms are established for our corporate and client-facing environments, using federated identity technology to ensure robust security segmentation. Multifactor authentication (MFA) is instituted for remote access, providing an additional layer of identity verification and protection against unauthorized access to sensitive systems and data. Privileged access management and IDAM are managed through a platform that leverages leading technologies, reinforcing our overall security posture.

Network Security: Suspicious IP [internet protocol] addresses are actively filtered and blocked at the network perimeter, ensuring secure internet access. Secure internet and web gateway services are delivered from the cloud, providing endpoint and network-based proxy protection. Continuous vulnerability scanning is performed across both external and internal networks to proactively identify and mitigate risks. High-risk cloud applications are automatically monitored and blocked to prevent unauthorized or unsafe usage.

Vulnerability Management: Multiple security methodologies and best-of-breed technologies are used to proactively monitor for threats and continuously test across our networks and applications, internally and externally. Independent penetration testing is performed on internal and external (client) network environments.

We continuously test internet-facing applications and systems using trusted, crowd-sourced security experts globally via multiple platforms and technologies. This process allows us to scale quickly, find critical issues faster and assess the environment deeper than traditional scanning tools.

Attack simulation tools and business processes continuously identify and remediate vulnerabilities within DXC's IP address space both internally and externally. Advanced threat protection is deployed across DXC endpoints, using cloud-based internet proxy inspection and network traffic filtering to actively safeguard against malicious activity. Threat intelligence monitoring is fully operational, leveraging multiple data sources and active collaboration with external agencies and organizations to continuously assess and respond to emerging threats.

Incident Response

Incident response and forensics play a critical role within DXC's Cybersecurity program by enabling rapid detection, containment and recovery from cyber incidents, while also providing deep insights into the nature and impact of those threats. Threats are managed proactively by our Cyber Threat Hunting (CTH) team and incidents are managed reactively through a formal response program.

Threat Hunting

The CTH team is a cornerstone of proactive cybersecurity, dedicated to identifying and neutralizing hidden threats before they can cause damage. This team uses advanced threat intelligence, cutting-edge tools and hypothesis-driven methodologies to uncover sophisticated threats that automated systems may miss.

CTH is fully integrated within the DXC Incident Response Plan (IRP) and focuses on gathering intelligence using internal and external sources to monitor the clear, deep and dark web for potential threats to DXC or the services provided to our clients. Sources include internal monitoring, initiatives and information feeds from regulatory organizations, underground chatter monitoring and top-tier security vendors that are available publicly and through paid subscriptions.

The focus on identifying and working with the business to protect against potential threats reduces the risk to DXC and our clients from computer system attacks, intrusions, unauthorized activity, exfiltration and malicious software, including zero-day threats.

Cybersecurity Incident Response

The Cybersecurity Incident Management team delivers comprehensive security visibility, continuous monitoring across the enterprise, and provides forensic expertise to mitigate breaches.

DXC maintains a comprehensive incident response capability through a global command center providing 24x7 monitoring and response. Our incident response process follows industry best practices for detection, containment, eradication, recovery and post-incident analysis. Significant cybersecurity incidents are reported

to executive leadership and the Board's Nominating/Corporate Governance Committee, with external notifications made as required by applicable regulations and contractual client agreements.

This function is managed by DXC's prepared and tested IRP. The IRP comprises annual testing using tabletop reviews.

Based on DXC's monitoring and reporting systems, no cybersecurity incidents meeting materiality thresholds were identified in FY25.

Industry-Recognized Security Leadership

DXC's security leadership has earned recognition at the highest levels of the cybersecurity industry. In 2025, both CISO Mike Baker and Deputy CISO Suresh Gumma received individual honors for their exceptional contributions to the field. Mike Baker was awarded the prestigious Super Global ORBIE by CapitalCISO and the Inspire Leadership Network in recognition of his outstanding leadership, collaboration and global impact on cybersecurity. Suresh Gumma earned a place among the Top 100 Deputy CISOs in the DC100 Awards, announced by CISOs Connect, for his strategic vision, operational excellence and leadership skills.

Business Continuity

The nature of DXC's business elevates the importance and prioritization of proactive business continuity capabilities. The comprehensive DXC Business Continuity Program encompasses business impact analysis (BIA), risk assessment, recovery strategy development, gap analysis, and ongoing development and maintenance of Business Continuity and Disaster Recovery Plans (BCP/DRP).

Business Impact Analysis and Planning

A crucial element of business continuity planning involves identifying critical business activities and establishing their recovery time objective (RTO), recovery point objective (RPO) and minimum business continuity objective (MBCO) through a BIA. Business continuity plans undergo regular testing, with success measured against defined criteria.

Integration and Governance

Business continuity planning is embedded within DXC's standard business processes and evolves continuously to address client needs, legal and regulatory requirements, organizational demands, and changes in the global environment and industry best practices. Leadership teams are responsible for establishing plans for their critical operations, processes and facilities, which follow an annual update cycle with periodic reviews. The process for reviewing and updating plans is based on contractual, legal, regulatory and organizational requirements. For DXC IT plans specifically, the process identifies applications and tools critical to business continuity across IT service towers, with annual reviews that include risk management for application or tool outages and staff loss or unavailability.

Business Continuity Standards and Risk Management

The DXC Business Continuity Program aligns with the DXC Enterprise Risk Management Policy and leverages industry best practices and the ISO 22301 standard. The program addresses a predefined set of

disruptive scenarios representing typical business continuity risks and establishes recovery strategies for each scenario:

- Area, country or city disruption
- Facility/site disruption
- Unavailability of people
- Inability to work remotely/work from home
- Loss of IT dependency
- Loss of other key dependencies

Additionally, at ISO 22301-certified delivery sites and data centers, formal risk assessments are conducted to identify, analyze, evaluate and determine appropriate risk treatment. This process enables DXC to proactively identify, assess, manage, monitor and report both inherent and emerging organizational risks.

Disaster Recovery Framework

DXC IT has established a Disaster Recovery Standard that employs a four-tier application criticality framework to determine required recovery objectives. The following measures support disaster recovery for critical applications:

- A comprehensive standard that enforces requirements for resiliency, availability, backup, disaster recovery and testing
- Use of an IT architecture review board to ensure applications are designed to comply with the four-tier criticality levels and resulting recovery plans
- Ongoing monitoring of disaster recovery planning, testing and progress reporting to leadership

Business continuity risks related to operational disruption are documented in DXC's FY25 Annual Report.

Certifications and Standards

The DXC Integrated Management System (IMS) helps us maintain consistent, high-quality service delivery across our global operations. Our commitment to internationally recognized standards provides assurance to our clients, suppliers and investors that we meet the highest benchmarks for quality, security and operational excellence.

Our Certification Portfolio

With over three decades of certification experience beginning with ISO 9001, DXC has built a comprehensive IMS that currently supports global certifications across:

- **ISO 9001:** Quality Management
- **ISO 14001:** Environmental Management
- **ISO 20000:** Service Management
- **ISO 22301:** Business Continuity Management
- **ISO 27001:** Information Security Management
- **ISO 27701:** Privacy Information Management

Our framework also supports compliance with additional standards, including ISO 14064-3, ISO 27017, ISO 27018, ISO 45001, ISO 50001, TISAX, CMMI-DEV and CMMI-SVC.

Independent Verification and Continuous Improvement

Our certifications are independently verified annually by Lloyd's Register Quality Assurance (LRQA), our approved certification body, through comprehensive worldwide assessments. This external validation, combined with our dedicated team of subject matter experts, ensures our standards remain current, commercially relevant and continuously improving.

Value to Stakeholders

DXC's certification program delivers the following value for our stakeholders:

- **For clients:** Confidence in consistent, high-quality service delivery backed by independent verification
- **For suppliers:** Assurance of working with a partner committed to global best practices
- **For investors:** Evidence of robust operational controls and risk management frameworks

Our commitment to standards and frameworks demonstrates DXC's dedication to operational excellence and provides tangible assurance of our capability to deliver value across stakeholder engagements.

Responsible AI Principles

As a technology pioneer, DXC Technology embraces opportunities to deliver excellence in more efficient and impactful ways, and AI creates such opportunities. We never want to compromise our integrity or the trust of those who depend on us, so we use AI with care.

We balance its benefits with potential risks to avoid unintended consequences, including legal liability and reputational harm. We care about creating an environment where our clients, partners and employees feel empowered, respected and secure through the responsible use of AI. To demonstrate our commitment to ethical innovation, the following principles guide our use of AI models at DXC:

We are transparent. DXC values trust and is open about our responsible use of AI.

We are ethical. At DXC, we believe in doing the right thing. We follow our corporate ethical standards when using AI and remain vigilant of the evolving AI regulatory landscape.

We are inclusive. DXC fosters a culture of inclusion and fairness – and the same applies to our use of AI. We listen to our clients and help them to avoid discrimination when using AI.

We respect privacy. Protecting the privacy of our clients, partners and employees is of the utmost importance to DXC. When using AI, we will continue to comply with applicable privacy laws and regulations.

We are secure. At DXC, we promote data security and integrity, which empowers our clients, partners and employees to make decisions with confidence. We continuously strengthen our security measures using AI and deliver AI solutions that are resilient to cyber threats and vulnerabilities.

We are reliable. We do what we say we are going to do. We continuously improve the assessment and testing of our AI tools and leverage proven patterns when delivering AI solutions.

We are human. DXC takes a human-centric approach in the development and use of AI. We incorporate empathy, common sense and human oversight into our AI solutions at every stage of the process and emphasize augmenting human abilities.

In 2025, the European Union Artificial Intelligence Act (EU AI Act) represented a transformative moment in global technology regulation. As the world's first comprehensive legal framework for AI, it introduced a risk-based approach to governing AI systems. DXC has modeled our compliance framework around this risk-based approach, to align with the requirements of the EU AI Act, where applicable.



Data Privacy and Protection

DXC places a high value on privacy and data protection, recognizing its importance not just for compliance but as a cornerstone of trust with our employees, clients and partners. Our Global Data Protection program establishes adequate protection of personal information across the company, adhering to applicable data protection regulations and international standards. Our program is more than just a set of policies; it represents a commitment to creating a privacy-aware culture among our employees.

Data Protection Strategy

Regulatory Landscape

The EU's GDPR remains the gold standard for privacy and data protection worldwide. It mandates strict requirements around consent, data minimization, cross-border transfers and individual rights, thereby influencing legislation far beyond Europe.

United States: While there is still no comprehensive federal privacy law, a growing number of states, led by the California Consumer Privacy Act (CCPA), have enacted their own regulations. These laws emphasize consumer rights, transparency and opt-out mechanisms for data sharing and sales.

India: The Digital Personal Data Protection Act is set to reshape data governance in one of the world's largest digital markets. It introduces consent-based processing, data fiduciary responsibilities, and new rules for cross-border data transfers.

Canada: Québec's Law 25 strengthens individual rights and imposes new obligations on businesses, including mandatory privacy impact assessments and enhanced transparency.

EU: In addition to the GDPR, the EU is rolling out the Digital Operational Resilience Act (DORA) to address information and technology risk in the financial sector and the Network and Information Security 2 (NIS2) Directive to broaden cybersecurity obligations across critical sectors.

Privacy Risks

Data Confidentiality

In today's data-driven environment, privacy risks are a central concern for organizations handling personal information. One of the most critical areas is data confidentiality, which involves safeguarding sensitive data from unauthorized access or exposure. Breaches, insider misuse and weak security controls may compromise confidentiality, leading to reputational damage and regulatory penalties. DXC uses personal information only for specific and legitimate business purposes, limiting its collection to the minimum necessary

for those purposes. We put appropriate protections in place, including standard contractual clauses (SCCs), when it is necessary to transfer personal information to another party, or to allow access from another country.

Data Transparency

Equally important is data transparency — the obligation to clearly inform individuals about how their data is collected, used and shared. When organizations fail to provide meaningful disclosures or rely on vague consent mechanisms, they risk eroding user trust and violating legal requirements, especially in jurisdictions with strict data protection laws. DXC processes personal information lawfully, fairly and transparently. We give data subjects appropriate notice and choice, in accordance with applicable laws, as relates to the processing of their personal information.

Data Handling

Data handling refers to the entire life cycle of personal information within an organization — from the moment it is collected, through its storage, use, sharing and deletion or anonymization. Risks arise when organizations collect more data than necessary, retain it longer than needed, or dispose of it improperly. Poor data hygiene increases exposure to breaches and undermines compliance with privacy regulations that demand accountability and minimization.

DXC safeguards the ongoing accuracy and reliability of personal information entrusted to us. We protect personal information from loss, misuse, unauthorized access or disclosure, alteration and destruction. We provide data subjects with reasonable access to their personal information; when appropriate, we give them the means to correct, update or delete personal information. We retain personal information only for as long as necessary for business purposes. We permit storage of DXC personal information only on DXC-managed or DXC-authorized storage solutions.



Global Data Protection Program

Implementing and maintaining DXC's Global Data Protection (GDP) program is crucial to achieving consistent data protection worldwide through standardized policies and privacy-aware employees. Our policies and procedures are designed to mitigate vulnerabilities such as loss, misuse, unauthorized access, and unauthorized disclosure of confidential and personal information.

As a service provider, we process clients' personal information pursuant to client instructions. DXC's Quality Certifications and Standards team, in collaboration with DXC's GDP, has designed and implemented a Privacy Information Management System (PIMS) for the company's Delivery organization (Delivery Privacy Program). The PIMS is designed to protect the personal information entrusted to DXC by our clients, and is implemented across 35-plus certified locations globally, ensuring consistent privacy practices in line with laws such as GDPR, CCPA, Brazil's Lei Geral de Proteção de Dados (LGPD), and China's Personal Information Protection Law (PIPL).

DXC has developed a comprehensive suite of contractual templates and compliance models that align with global data protection laws, including GDPR, UK GDPR and other international standards.

In FY25, DXC did not incur any fines or penalties relating to data privacy and freedom of expression.

In FY25, DXC's Data Protection Officer did not receive any requests from government or law enforcement agencies related to user information. Consequently, there were no users whose information was requested and no resulting disclosures. (Requests that DXC is prohibited from disclosing by law are not included in this statement.)

Advertising and User Privacy

DXC's advertising strategy does not include intrusive behavioral tracking. Contact information is removed after its useful life. Profile information is not tied to trackers, and the retention of contact information for secondary purposes is very limited. These actions are taken to minimize risks related to behavioral advertising.

Information management follows privacy best practices regarding the collection, usage, retention, processing, disclosure and destruction of information. Usage of data for outbound marketing purposes focuses on the consent of the individual. Destruction of information is governed by systematic policies.

DXC does not target children in our marketing practices. For more information, see the Enterprise Online Privacy Statement about children's privacy.

DXC marketing will continue to contact only people who have affirmatively opted in (or declined to opt out, in certain jurisdictions) and those whom we have a legitimate interest in hearing about business-critical updates. DXC marketing campaigns are designed and administered by our global marketing teams to drive revenue, brand value and client retention. In the course of these activities, DXC marketing will disclose relevant privacy information and provide the required mechanisms to allow opt-out of DXC marketing contact and tracking. DXC marketing will continue to administer privacy review and approval programs through a privacy impact assessment (PIA) and various other assessment mechanisms.

Navigating Risks and Opportunities

Mitigating Data Breach Risks

To remedy data breaches, DXC has implemented a comprehensive crisis management plan. This plan includes a dedicated response team, detailed investigation protocols and clear notification procedures to ensure a timely and coordinated response to any incidents. If a breach occurs, we are prepared to escalate the issue, report it to relevant clients and authorities, and manage remediation efforts effectively. Our employees are trained on data protection and security measures so that sensitive information is securely stored and properly protected against unauthorized access.

Cross-Border Transfers

In relation to any transfer of personal information between a data exporter and a data importer, DXC is committed to abiding by the country-specific requirements in the circumstances that are applicable to DXC.

Moreover, if it is necessary to transfer personal information from a country that is a member of the EU, European Economic Area (EEA) or the UK to any country outside of the EU/EEA/UK that does not provide for an adequate level of data protection — according to the adequacy findings of the EU Commission — DXC has established an intragroup data transfer agreement between our various local entities, for the benefit of DXC clients, employees and other data subjects. The agreement includes the SCCs in relation to the transfer of personal information to third countries. Alternatively, DXC will enter into SCCs directly with the client.

AI Risk

AI governance at DXC is part of the broader ethics and compliance framework managed by DXC Integrity. This program requires that AI deployments adhere to global privacy laws and internal data protection policies, with a strong emphasis on transparency, accountability and legal defensibility.

Privacy by Design and Deployment

DXC applies privacy-by-design principles across our AI systems. For high-risk AI use cases involving personal information, we conduct PIAs to evaluate and mitigate potential risks. We review data collection, processing, and retention practices for compliance with relevant data protection regulations. Additionally, we avoid using confidential or proprietary information in AI prompts unless there is explicit authorization to do so.

Regulatory Alignment

DXC's AI governance program is aligned with emerging global regulations, including the EU AI Act, which serves as a benchmark for assessing high-risk AI use cases. Projects involving personal information, regulated products, or public sector services, or affecting fundamental rights, undergo additional scrutiny to ensure compliance with jurisdictional requirements and contractual obligations.

Transparency and Consent

We are committed to maintaining clear communication with clients regarding the use of AI and obtaining written consent for AI deployment where required by contracts or regulations.

Ongoing Continuous Improvement

DXC is further strengthening our GDP program through a solid governance structure and a continuous improvement life cycle. This program includes the establishment and regular review of standardized privacy and security policies, a formal Information Security Management System (ISMS), and a PIMS, all aligned with ISO/IEC 27001 and 27701 standards. DXC participates in regular internal and client audits to validate compliance and drive continuous improvement. The company also maintains a roadmap to enhance our data protection capabilities in response to emerging risks and regulatory developments. These efforts are reinforced by annual employee training, supplemental awareness campaigns, monitoring the legal landscape, annual program review, and self-assessment. By embedding these practices into our operations, DXC not only mitigates data-related risks but also builds trust with stakeholders and clients.

Adapting to Evolving Regulations: Staying ahead of evolving regulatory standards, emerging data protection laws and enforcement trends positions DXC as a leader in compliance. DXC proactively adapts to these requirements aimed at preventing legal issues and protecting the company's reputation for data integrity and responsibility.

Leveraging Advanced Technologies: DXC uses generative AI and large language models to streamline data management processes, enhance data analysis and improve decision making. These technologies automate routine tasks, reduce human error and provide deeper insights into data trends, thereby increasing operational efficiency.

Innovative Data Solutions: DXC is developing innovative data protection strategies that not only comply with regulations but also offer competitive advantages. For instance, AI can help in identifying potential data breaches before they occur, ensuring that proactive measures are in place.

Operational Efficiencies: Leveraging AI and machine learning can automate compliance checks, data classification and incident response, reducing the manual workload on employees, allowing them to focus on more strategic tasks, and achieving cost savings. This not only improves efficiency but also helps to ensure a higher level of accuracy in data protection efforts.

Building Trust and Transparency

Employee Transparency: While DXC regularly trains employees on privacy principles and data protection risks, DXC also proactively engages with employees to gather feedback on privacy practices and uses this input to refine policies and procedures. By being transparent and proactive in data handling practices, DXC not only complies with legal obligations but also strengthens employee trust, reduces risk and enhances the company's reputation as a responsible employer.

Client Trust: Demonstrating a commitment to data protection enhances client trust and loyalty. Clients are more likely to engage with companies that prioritize data confidentiality and information security. Transparent data practices can also attract new clients who value privacy.

Stakeholder Confidence: Strong data protection measures can boost confidence among investors, partners and other stakeholders. This can lead to increased investment opportunities and stronger business relationships.



Stakeholder Engagement

Stakeholder engagement is a foundational element of our data protection and ESG disclosure strategy. GDP engages with internal and external stakeholders, including employees, clients, suppliers, auditors and regulators. These efforts are designed to:

- Identify and prioritize stakeholder requests based on exposure to privacy risks and their influence on our data protection strategy
- Facilitate two-way communication through interviews, trainings and feedback channels to understand stakeholder concerns, expectations and experiences
- Promote transparency and trust by documenting engagement outcomes and using them to inform our privacy policies, training programs and ESG disclosures

This collaborative approach strengthens our privacy culture, supports regulatory compliance and enhances the credibility of our sustainability reporting.

Determination of Effectiveness

To ensure our data privacy practices are continuously improved and aligned with stakeholder expectations and regulatory requirements, we apply a comprehensive effectiveness assessment framework that includes:

Employee Feedback: We regularly assess employee awareness and understanding of data protection responsibilities through awareness campaigns, training evaluations, hypothetical scenarios and feedback channels. Insights from these activities guide improvements in internal communication, training content and policy clarity.

Client Feedback: Client trust is central to our data protection program. We monitor feedback through service channels, privacy-related inquiries and satisfaction surveys. This data informs enhancements in consent management and data access procedures, and transparency in communications.

Compliance Assessment: We conduct periodic internal audits and risk assessments to evaluate the robustness of our data protection controls. These assessments verify compliance with GDPR and other relevant frameworks, so that our disclosures are accurate, complete and traceable.

Policies and Procedures

To manage data confidentiality, handling and transparency risks and opportunities, DXC has established several key policies, including our Global Privacy and Data Protection Policy, information management policies, records retention policies, and mandatory security awareness trainings. These policies are designed to maintain secure and lawful collection, storage, use, transfer and processing of personal information.

Prevention and Remediation

Privacy by Design

DXC is committed to implementing “privacy by design” principles. This includes ongoing monitoring of privacy obligations and privacy reviews. External partners are required to comply with our policies and undergo due diligence and compliance reviews.

Security Measures

Our security program, supported by ISO certifications, is a key priority for the members of our Board of Directors, who receive regular updates on security performance and continuous improvement efforts. We maintain ISO 27001 (Information Security Management) and ISO 27701 (Privacy Information Management) certifications at key data centers and delivery centers. To adequately address related compliance obligations and requirements, DXC has established a global data protection governance structure supported by an effective data privacy program. We will not disclose client personal information to government and law enforcement unless required by law to do so. Where possible, we will attempt to redirect the requester to the client, unless legally prohibited from doing so.

Targets

Finally, DXC has set targets to maintain privacy and manage data protection effectively, focusing on minimizing incidents through education, increasing positive impacts on end users, and increasing trust through transparency. By maintaining a robust data protection governance structure and continuously improving our practices, DXC aims to protect the personal information entrusted to us by our stakeholders.



Social – People First, Future Focused



People-First Strategy

At DXC, we recognize that our people are fundamental to our long-term growth and success. Our people-first strategy focuses on attracting, developing and retaining top talent while fostering a culture of continuous learning, innovation and inclusion. Our ongoing actions to foster employee engagement and promote inclusion and belonging enable DXC to adapt to changing business and workforce needs across our global operations.

“ At DXC, we see the future of work as a place where our people thrive. We are creating a resilient, inclusive culture where employees are equipped to drive innovation, deliver value and succeed in a rapidly evolving world of work. ”

— Jennifer Ragone,
Chief People Officer



We use digital tools and streamlined processes to improve both efficiency and the employee experience. We are building a resilient and future-ready workforce through structured career development, inclusive talent acquisition, and investments in training and well-being. Our extensive learning and development programs provide employees with clear growth pathways and support long-term professional development, while wellness programs

support mental health, work-life balance and a positive workplace culture.

We gather employee input through regular surveys, town halls and other feedback channels so that our people-first strategy reflects the needs of our employees. These insights help guide continuous improvement and shape a culture where everyone feels valued and able to do their best work.

Our commitment to inclusion and belonging is integrated across HR practices and reflected in our goals and metrics. Putting people first is fundamental to how we build a strong and sustainable company.

Bringing Our Culture to Life

Our people-first philosophy is deeply embedded in our organizational culture, which is shaped by our core values, employee engagement initiatives, and a commitment to well-being and recognition. Newsweek recognized DXC as one of America's Greatest Workplaces in 2025, and we were named to Comparably's Best Global Company Culture list for 2024.

DXC Values: Our values are the cornerstone of our culture, guiding our actions and decisions. We believe in stewardship, integrity, collaboration, and delivering on our promises. As a company we:

- **Deliver:** We do what we say we are going to do.
- **Do the Right Thing:** We act with integrity.
- **Care:** We take care of each other and foster a culture of inclusion and belonging.
- **Collaborate:** We work as a team — globally and locally.
- **Community:** We believe in stewardship and building a sustainable company that supports our communities.

Inclusion and Belonging: Belonging is reflected in our inclusive environment, embracing many cultures, backgrounds and perspectives offered by our global workforce, with employees in more than 70 countries.

Employee Engagement Survey: We prioritize listening to employees through regular surveys, gathering insights to improve the workplace. We conduct periodic Employee Engagement Surveys. In FY25, the Employee Engagement score was 73. Acting on feedback helps us enhance our company culture, strengthen engagement and help employees feel valued.

Town Halls: Our global, regional and organization-specific town halls foster open communication and transparency, allowing employees to engage with leadership, ask questions and share feedback. These events build community, alignment and engagement with strategic goals.

Well-Being Programs: We nurture excellence through a holistic approach to well-being, offering innovative benefits and wellness programs that prioritize health and happiness. By fostering a culture of care, collaboration and growth, we empower employees to thrive personally and professionally.

Employee Assistance Program: Our Employee Assistance Program provides confidential support for personal, family and work challenges, offering counseling, legal resources and health support to promote overall well-being.

DXC Response Operations Center: DXC's 24x7 crisis management hotline assists employees facing emergency situations resulting from natural disasters, travel disruptions, political or social unrest, and other life-safety or security concerns.

Recognition: DXC Recognition is a global platform that empowers employees to celebrate contributions, share feedback and foster a culture of appreciation.

Flexible Work Opportunities: Our hybrid work approach gives many employees the flexibility to work between the office and their home to manage professional and personal responsibilities. DXC has over 250 offices, providing employees with the opportunity to connect and collaborate face to face with their teams.

Learning and Development Strategy

Empowering Growth from Within

Learning and development at DXC is a key driver of our business and strategic vision, empowering our global workforce. Our people-first strategy has four pillars: Grow Yourself, Grow Your Team, Grow Your Customers and Grow DXC. More than aspirational, these pillars shape how we learn, lead and create impact across the organization:

- **Grow Yourself** encourages personal ownership of growth by building skills and mindsets to navigate a dynamic world.
- **Grow Your Team** focuses on leaders and peers fostering a learning culture through coaching, feedback and career development.

- **Grow Your Customers** emphasizes applying learning to deliver business value through technical excellence and innovation.
- **Grow DXC** reinforces the connection between individual growth and organizational success, aligning learning with priorities like leadership development, reskilling and enterprise agility.

Building Talent Internally

Our employees are our most valuable assets, and we aim to consider internal talent first for opportunities at DXC. We enable this strategy by offering robust programs that support:

- Upskilling, to enhance current capabilities
- Cross-skilling, to support mobility across roles and domains
- Reskilling, to prepare employees for the future of work

This includes everything from technical certifications to leadership readiness and power skills such as communication, problem-solving and adaptability.

Learning and Growth Framework: Built on the Power of the Three E's

We see learning as a continuous, personalized journey. We believe the best development happens when we blend structured learning with real-world practice and human connection. That's why our approach is grounded in the Three E's Framework: Education, Experience and Exposure, with personalized learning at the heart of it all.

Education: DXC empowers learning through a rich ecosystem of over 2 million resources, including Udemy, LinkedIn Learning and curated DXC libraries. Personalized learning paths align with career goals, while AI-powered simulations, gamified modules, quizzes and narrated content make learning engaging. Whether building leadership or earning technical certifications, employees are supported with tools that make development focused, interactive and memorable.

Experience: We believe that learning is most effective when it's lived. That's why on-the-job experiences are central to how we grow at DXC. Through real-world projects, stretch assignments and cross-functional collaborations, we can apply what we've learned in dynamic, challenging environments. Opportunities like job shadowing and temporary role expansions allow us to step into new shoes, gain fresh perspectives and build confidence in new domains.

Exposure: Learning doesn't just happen in isolation; it happens in a community. We grow through career conversations and co-creating development plans with our managers. When we learn from mentors, coaches and guilds, we're guided toward new goals. Our inclusive learning communities and external forums keep us curious, connected and evolving. We're encouraged to embrace new perspectives through collaboration and peer learning.

Global Learning and Development Programs and Initiatives

Our global learning and development programs are designed to empower individuals, teams and leaders to grow and succeed in a dynamic business environment. Our learning programs serve as enablers of

transformation, fostering agility, innovation and leadership to help our workforce meet today's challenges and prepare for what's next.

Onboarding and Early Career Development

The employee journey at DXC begins with a globally harmonized New Employee Orientation (NEO) during the first week, offering a consistent, high-quality welcome. NEO introduces DXC's culture, values, business overview and key policies through interactive sessions. It equips employees with essential resources, such as HR systems, IT support and DXC Learning tools, for a smooth transition.

For recent graduates, the DXC Early Career Professional Program delivers structured training and mentorship to develop technical and professional skills. The curriculum blends cloud, automation, behavioral skills and delivery methodologies in a phased journey.

Flagship Leadership Development Programs

Developing leaders is a top priority at DXC. Our global leadership development framework builds essential mindsets and skills to lead high-performing teams. Examples of our signature, award-winning global development programs are shown in the following table.

Program Name	Purpose
IGNITE@DXC	Equip people managers with tools to win together by enabling their people, driving business outcomes and evolving ways of working
BLOOM	Develop high-performing early-career professionals into future team leads and specialists
BRIDGE@DXC	Develop client-facing leadership skills for client executives and account leaders
ACCELERATE	Instill financial and strategic understanding in managers
EMPOWER	Intensive 90-day development for Account Executives, covering account operations, relationship management, delivery and business development

Through these and other programs, DXC provides employees at every level — from early career employees to senior leaders — with access to development opportunities that are tailored to their needs. Our leadership development curriculum is continuously updated to help employees build skills for the future.

Learning Ecosystem

DXC has built a cutting-edge, integrated learning ecosystem, branded as DXC Learning, to offer a seamless, one-stop learning experience. DXC Learning provides over 2 million assets, including courses, videos, articles and labs, available 24x7 to our employees. With over 30,000 expert-curated courses, content is organized into channels, journeys and pathways, making learning accessible at the point of need. Virtual practice labs offer hands-on technology training in a sandbox environment.

Upskilling and Certifications

In today’s fast-changing technology landscape, continuous upskilling is essential for long-term employability. DXC actively supports employees in obtaining industry-recognized certifications and new skills by offering access to learning resources. Managers help identify certifications that align with both individual growth and business value.

We maintain a curated list of external certifications in cloud, cybersecurity, project management, ITIL and more. DXC employees collectively hold over 96,000 certifications. In FY25 alone, DXC employees earned over 24,000 Microsoft, 11,000 Oracle and 11,000 Amazon Web Services certifications, among others. These efforts enhance careers, strengthen capabilities and ensure DXC remains equipped to meet evolving client needs.

DXC Academies

To support structured upskilling and reskilling, DXC has developed DXC Academies — curated learning programs organized by capability area. These academies serve as mini-curricula or learning paths guiding employees from foundational knowledge to advanced expertise.

Academies span technical skills, industry knowledge, leadership development and soft skills. With nearly 30 academies, DXC provides structured, accessible learning aligned with strategic capabilities. The academies are a critical part of cultivating a future-ready, skilled workforce prepared to meet evolving client needs and drive business success.

Account-Specific Learning

DXC offers structured and scalable initiatives designed to strengthen key behavioral competencies through a dynamic blend of live, facilitator-led sessions and self-paced digital learning, developed in close collaboration with business stakeholders. These programs serve as a compelling example of how targeted learning interventions, combined with leadership involvement, strong program governance and agile execution, can drive meaningful outcomes. These include enhanced employee capabilities, stronger client relationships and measurable improvements in business performance metrics.

AI Forward: The Next Frontier

The AI Academy features a matrixed structure with four learning tracks (AI Awareness, AI Enthusiasts, AI Developers and AI Specialists) and three streams (Conceptual, Technology and GenAI for Your Role), offering tailored learning based on roles and interests. The Conceptual stream builds foundational AI understanding, the Technology stream focuses on tools and application, and GenAI for Your Role aligns AI learning to job functions with regularly updated content.

Technical Excellence at DXC

To strengthen technical capability and build deep domain expertise across our workforce, DXC has launched several strategic learning programs aimed at reskilling and future-proofing talent in high-demand technology roles. These initiatives go beyond routine training and are tightly aligned with business goals, client delivery excellence and workforce transformation priorities. The following key programs exemplify this strategic approach to workforce development:

Program Name	Purpose
Projects Achieving Value and Excellence	Flagship delivery excellence program focused on risk management, stakeholder engagement and leadership skills
ConsultEdge	Structured capability-building for internal consulting bench, scaling client-facing expertise
Enterprise Architect for an Agile Business	Develops architecture leaders in business, Agile, DevSecOps, CI/CD and communication; supports succession planning
Full Stack Program @ DXC	Builds full-stack developers in Java, mainframe and network technologies
Oracle Cloud Elevate Program	Global upskilling across SaaS, PaaS and IaaS, with role-based learning paths
Technical Architect Academy	Focused on SAP transformations, building advanced technical architecture skills
AWS Project Glacier	5-year initiative to certify 15,000 employees in AWS, supporting cloud transformation



Awards and Recognition

DXC’s commitment to building a future-ready, inclusive workforce is exemplified through our globally recognized learning and development programs. Our leadership development framework nurtures learners and continues to earn prestigious industry accolades, including the following in FY25:

- **Brandon Hall Group:** Multiple awards for Excellence in Technical Learning and Leadership Development, highlighting innovative design, impactful delivery and measurable business outcomes
- **SHRM Excellence in L&D Award:** Recognized for Excellence in Learning and Development, underscoring a culture of continuous growth and capability building
- **Udemy Learning Excellence Award:** Overall Excellence winner for seamlessly integrating Udemy’s global content ecosystem into the enterprise learning strategy
- **TISS LeapVault CLO Awards:** Multiple learning and development awards, including Best Global L&D Team, acknowledged for pioneering remote-first and transformational learning approaches
- **Cornerstone Galaxy Award:** Honored for AI Innovation and Adoption, recognizing the successful deployment of AI-powered learning
- **Economic Times Awards:** Multiple awards, including Excellence in AI for Learning and Development, celebrating a progressive, people-first learning culture
- **HR.com Awards:** Recognized for Best Learning and Development Program and Best Coaching and Mentoring Program, celebrating innovative design, scalable impact and measurable results
- **TechCircle People Pioneers Award:** Future of Learning Award, acknowledged for driving progressive, future-ready talent and people practices

These awards affirm our continuous capability building strategy, aligned to our people-first strategy. Our efforts in building an inclusive culture have been widely recognized by Comparably.



Learning and Development Impact and Metrics

DXC’s learning ecosystem enables consistent, inclusive engagement. Supported by a robust digital infrastructure and a learner-centric approach, employees have access to relevant content anytime, anywhere. In FY25, DXC recorded 3.2 million learning hours, averaging 27.4 hours per active user. With 99.3% active learner participation and over 118,000+ monthly users, our culture of learning remains strong.

Career Development Programs

DXC is committed to growing talent from within, providing employees with opportunities to advance their careers. With a strong focus on internal mobility, we make it easy for our people to explore new roles and take on new challenges.

Foundational to career growth is our Performance Development framework, which fosters clarity, feedback, alignment and structured career conversations at regular touchpoints through the year. In FY25, we launched the Career Interests functionality, which provides a platform for our employees to register their interest in role profiles, skills and competencies so managers and our Centers of Excellence can connect people to learning and growth opportunities.

Goal setting takes place in the first quarter of the year to set out the formal goals aligned to DXC’s strategic priorities. Managers and employees meet formally at the end of the second quarter of the year to review performance against those goals and to discuss the support required to achieve both learning and performance goals by the end of the year. Structured, formal reviews take place in the fourth quarter of the year to provide employees with feedback. In FY25, 99.7% of employees participated in a year-end performance discussion (excluding new hires and inactive employees).

The outputs from performance development conversations roll into talent planning, career planning, short- and longer-term compensation, and promotion readiness conversations.

Our global promotion process reflects our commitment to providing predictable employee experiences and prioritizing internal talent for opportunities. Promotions are determined by individual performance, potential, readiness and alignment to our values, aspiring to achieve fairness across job levels.

The DXC Job Architecture provides a clear structure and framework to help our employees understand the opportunities available to grow their careers and to provide clarity across functions and roles to support career mobility.

The DXC Jobs Hub provides visibility into job openings to promote consideration of internal talent first for opportunities at DXC.

In FY25, we upgraded our succession planning approach, aiming to ensure that the widest possible pool of successors is considered on the succession plans for key roles.

Compensation

DXC offers comprehensive compensation programs designed to recognize and reward our employees’ contributions. Our salary review process aims to align pay with market standards and reflect an employee’s contributions to the company. Regular reviews and adjustments based on performance and market data help support equity and competitiveness.

DXC’s incentive compensation plans support our pay-for-performance philosophy, driving strategic goal alignment. The Incentive Compensation Plan and Long-Term Incentive Plan reward individual and team performance, fostering a culture of excellence and continuous improvement. Employee benefits are provided to full-time employees in locations where a local market standard exists and in locations with at least 1,000 full-time employees. In locations with fewer employees, limited benefits are also offered.

Benefits may include retirement, life insurance, accident and disability insurance, healthcare, paid vacation, maternity, sick or bereavement leave, and training and development. Parental leave is an important part of our commitment to supporting employees and their families. This benefit varies by country to reflect local laws and cultural practices. Country-specific plans generally follow local regulations and market practices.

Inclusion and Belonging

At DXC, we believe everyone deserves to work in a place where they feel safe, respected and valued. Our values of Do the Right Thing and Care mean that we aspire to treat everyone with respect. We do not tolerate abusive conduct, discrimination, harassment or bullying at DXC.

DXC is an equal opportunity employer. We are committed to fair employment practices. We believe that everyone should have an equal opportunity to succeed, based on their merits and measurable skills.

We are committed to providing equal opportunities for employees and job applicants, regardless of race, color, religion, sexual orientation, gender (including gender identity and expression), national origin, age, disability or any other characteristic protected by law. We actively support and participate in inclusion initiatives both within our organization and in the broader community. We believe in leading by example and making a positive impact on society.

DXC seeks to foster an inclusive culture — one that allows us to bring richer, deeper insights to our clients while meeting their expectations of us as a responsible and ethical supplier.

Inclusion also powers innovation: Behind every one of our ideas is a team of people that examines challenges and solutions from multiple perspectives. Ultimately, we believe that an inclusive work environment is one in which employees feel accepted, valued and empowered to give their best efforts to serve our clients and shareholders. These principles are also reflected in our Human Rights Statement and our Modern Slavery Statement.

Disability Inclusion and Accessibility

DXC is committed to being a workplace where individuals of all abilities can thrive. DXC has earned a 100% score on the Disability Equality Index for seven consecutive years, a distinction that reinforces our commitment to accessibility, accommodations and inclusive hiring.

The DXC Dandelion Program

The DXC Dandelion Program is an award-winning program that embraces, supports and expands the skills of neurodivergent individuals to help them secure long-term, fulfilling IT careers, while also providing our clients and workplaces access to highly skilled team members with strong technical capability to meet their IT needs. It has achieved 92% retention, 75% job satisfaction and up to 40% productivity gains. With 29 global teams, the program fosters inclusive, high-performing workplaces.

Established in 2014 in Australia, the program benefits our clients and workplaces by providing access to team members with strong technical skills to meet their IT needs.

Backed by global research and designed in collaboration with neurodivergent individuals, the program guides participants through a unique recruitment process, followed by onboarding, work experience and tailored skills

training. It helps them build technical and life skills by providing meaningful career opportunities as well as strong support for career success.

In 2024, the DXC Dandelion Program celebrated its 10th anniversary. Since then it continues to support neurodivergent individuals worldwide, with the program launching in Italy and across various teams within the Australia and New Zealand (ANZ) region. New teams were also recruited, trained and placed in the United Kingdom. In Australia, the Philippines, Bulgaria and Poland, participants continued to excel throughout their programs, in most cases earning full-time employment at completion.

The DXC Dandelion Program has assisted more than 350 neurodivergent individuals in the private and public sectors in roles such as software testing, cybersecurity, data analytics, automation and monitoring.

Well-Being Programs

Employee well-being is the foundation of a resilient and high-performing organization. DXC's well-being programs provide employee support across four key pillars: physical, emotional, social and financial well-being.

- Support for physical well-being, including fitness, nutrition, quality sleep and energy management, helps employees lead healthier, more active lives.
- Emotional well-being support promotes mental and emotional resilience through mindfulness, stress management and self-awareness strategies.
- Social well-being support encourages stronger workplace connections, inclusive collaboration and a deeper sense of belonging within teams.
- Financial well-being support helps employees make smart financial choices, manage personal finances and plan for the future with confidence.

We partner with external suppliers to deliver impactful programs that bring in practical, real-world perspectives. Programs are tailored to regional needs and include examples like Get Smart About Brain Health, Physical Fridays, and Comunicación Efectiva. These efforts reflect DXC's ongoing commitment to a supportive, people-first culture where everyone can thrive, both personally and professionally.

Employee Resource Groups

DXC supports a global network of Employee Resource Groups (ERGs), which are employee-led communities that foster connection, mentorship and advocacy across shared identities and interests (such as women, LGBTQ+, veterans, disabilities, multicultural groups, sustainability, mental health and working parents). In alignment with our inclusive culture, any employee, regardless of identity, is welcome to participate in any ERG meeting or activity. These efforts empower employees to drive grassroots inclusion, advise leadership and build a culture of belonging where everyone feels valued, respected and able to thrive.

Workforce Metrics

FY25 Headcount by Gender	Female	Male	Undeclared	Total	% of Global Total
Americas	5,837	12,162	71	18,070	15.0 %
APJ-MEA	23,553	38,687	42	62,282	51.6 %
Europe	13,175	27,058	115	40,348	33.4 %
Global Total	42,565	77,907	228	120,700	100.0 %
% of Global Total	35.3 %	64.5 %	0.2 %	100.0 %	

FY25 Headcount by Time Type	Female	Male	Undeclared	Total	% of Global Total
Americas					
Full-time	5,806	12,139	70	18,015	14.9 %
Part-time	31	23	1	55	— %
Americas Total	5,837	12,162	71	18,070	15.0 %
APJ-MEA					
Full-time	23,402	38,641	42	62,085	51.4 %
Part-time	151	46	0	197	0.2 %
APJ-MEA Total	23,553	38,687	42	62,282	51.6 %
Europe					
Full-time	11,808	25,829	109	37,746	31.3 %
Part-time	1,367	1,229	6	2,602	2.2 %
Europe Total	13,175	27,058	115	40,348	33.4 %
Global					
Full-time	41,016	76,609	221	117,846	97.6 %
Part-time	1,549	1,298	7	2,854	2.4 %
Global Total	42,565	77,907	228	120,700	100.0 %

FY25 Headcount by Role	Female	Male	Undeclared	Total	% of Global Total
Executive Management (VP+)	26	81	1	108	0.1 %
Non-Executive Management (Dir, Mgr)	2,326	6,282	20	8,628	7.1 %
Technical Staff	23,561	53,285	122	76,968	63.8 %
All Other	16,652	18,259	85	34,996	29.0 %
Global Total	42,565	77,907	228	120,700	100.0 %

FY25 Headcount by Position Type	Female	Male	Undeclared	Total	% of Global Total
Americas					
Permanent	5,799	12,122	71	17,992	14.9 %
Temporary	21	21	0	42	— %
Non-Guaranteed	17	19	0	36	— %
Americas Total	5,837	12,162	71	18,070	15.0 %
APJ-MEA					
Permanent	23,459	38,506	42	62,007	51.4 %
Temporary	82	168	0	250	0.2 %
Non-Guaranteed	12	13	0	25	— %
APJ-MEA Total	23,553	38,687	42	62,282	51.6 %
Europe					
Permanent	13,148	27,009	115	40,272	33.4 %
Temporary	27	41	0	68	0.1 %
Non-Guaranteed	0	8	0	8	— %
Europe Total	13,175	27,058	115	40,348	33.4 %
Global					
Permanent	42,406	77,637	228	120,271	99.6 %
Temporary	130	230	0	360	0.3 %
Non-Guaranteed	29	40	0	69	0.1 %
Global Total	42,565	77,907	228	120,700	100.0 %

FY25 Headcount by Age Group	Female	Male	Undeclared	Total	% of Global Total
30 and Under	15,304	18,314	50	33,668	27.9 %
31 to 50	20,877	43,881	126	64,884	53.8 %
51 and Older	6,371	15,691	51	22,113	18.3 %
Undeclared Age	13	21	1	35	— %
Global Total	42,565	77,907	228	120,700	100.0 %

FY25 Contractors by Quarter	Q4 FY24	Q1 FY25	Q2 FY25	Q3 FY25	Q4 FY25
Headcount	12,728	13,048	12,957	12,352	11,846



Health and Safety

Health and safety are fundamental to any organization, promoting the well-being and protection of employees, clients and the community. These areas encompass a wide range of practices and policies aimed at preventing workplace injuries, illnesses and accidents. By fostering a safe and healthy work environment, organizations can help enhance productivity and overall quality of life for their workforce.

At DXC, the health and safety of our employees, contingent workers and contractors are paramount. Our DXC Health and Safety organization has therefore established a comprehensive global Health and Safety Management System (HSMS), which is aligned with the ISO 45001 standard. This system includes our Health and Safety Policy, global and local programs, as well objectives to mitigate and control risks to health and safety.

Our commitment to health and safety is evident through our ISO 45001 certifications across various locations globally. DXC employees and contractors working within DXC sites are expected to adhere to our HSMS.

As an IT services company, DXC does not face the occupational health and safety challenges typical of manufacturing or heavy industry. Our workforce primarily engages in intellectually demanding roles within a dynamic business environment.

Health and Safety Management System

Our HSMS is supported by a team of experienced professionals who provide resources and support worldwide. It consists of regional Health and Safety leads along with local — internal and external — Health and Safety resources. Our health and safety programs include training, hazard identification and emergency response planning.

Continuous improvement is a cornerstone of our approach. We evaluate our performance, monitor results and conduct periodic reviews so that our HSMS remains effective and up to date.

To measure our progress, we use a set of key performance indicators (KPIs) that align with our health and safety goals. These KPIs include both leading and lagging indicators, and we regularly report our progress to the global Health and Safety Management team and senior leadership.

Senior management plays a crucial role in promoting a culture that supports our HSMS. They provide the necessary resources for health and safety initiatives and programs, aligning the implementation of our Health and Safety Policy with business objectives and compliance obligations.

Recognizing the importance of training, we provide various ergonomics courses and videos on DXC's online learning platform, DXC Learning. The goal is to boost comfort and productivity through well-designed workspaces and tasks. Regional Health and Safety leads assist employees with risk assessments and improvement strategies, as required.

Support Programs for Employees

In the modern corporate environment, employee assistance and emotional well-being support are crucial for building a resilient and productive workforce. Acknowledging the strong connection between physical and mental health, DXC is committed to supporting our employees.

One of the key support mechanisms we offer globally is the Employee Assistance Program (EAP). This program is free, confidential and available 24x7, providing counseling for a wide range of personal, family and work-related issues. Whether it's stress, life changes, relationships, workplace issues, parenting, coping with loss, or referrals to local financial or legal resources, the EAP is there to help employees maintain emotional, physical and psychological balance.

DXC complies with local legal requirements to provide occupational health services through internal and external resources. Our EAP supports employees worldwide, driven in collaboration by our People and Culture organization and our Health and Safety organization.

Training and Communication

Maintaining our policies and guidelines and communicating them to our employees and contractors remains a top priority for supporting education and raising awareness within DXC.

Training on occupational health and safety is tailored to employee work-related tasks and legal requirements. The global DXC Health and Safety team develops trainings on topics such as safety for all staff, psychosocial matters, emergency preparedness, working at client sites, ergonomics and safety inspections. We support global and local initiatives that promote worker health.

DXC has several mechanisms in place to enable dissemination of information to employees and, where appropriate, for consultation and participation of employees and employees' representatives (including works councils and local health and safety committees). Worker participation, consultation and communication are facilitated through our internal web pages, town halls, regional communications and tools like DXC's SpeakUp Line.

Risk Management and Incident Handling

Hazard identification, risk assessment and incident investigation are critical components of our safety strategy. We categorize and evaluate potential hazards based on the type of location, activity performed, exposed employee headcount, and relevant geographical factors. On the local level, risk assessments are performed on work-related tasks by considering the working environment and assessing the likelihood and severity in order to identify suitable control measures.

We encourage employees to report incidents, accidents and near misses. Reported incidents are assigned to a Health and Safety team member for investigation, root cause analysis and resolution. Serious incidents, such as work-related death or injury, workplace violence, major terrorist incidents or natural disasters, are escalated immediately to provide swift action. Reported incidents are treated confidentially and with respect to data privacy guidelines.

Emergency Preparedness and Response

Emergency preparedness and response are essential to protect life and property and minimize business disruption. Site-specific procedures are maintained to manage health and safety emergencies, with response preparation done by planning actions to prevent or mitigate adverse risks.

Our proactive global Crisis Management Program includes teams at country, regional and global levels for responding to incidents.

Infectious Disease Management

DXC monitors trends or outbreaks of diseases that could affect employees in regions where we operate. For infectious disease/pandemic planning and response, we follow updates from international and national public health authorities.

Our approach and decisions regarding an infectious disease situation or pandemic will be governed by science and advice given by local authorities and experts. DXC has developed an infectious disease plan that aims to augment preparedness, response and management of situations across the wide infectious disease spectrum (including a pandemic) more effectively.

Monitoring and Reporting

Incident management and reporting are vital to preventing incidents from occurring or recurring. Employees and contractors are encouraged to report any incidents, including hazards, unsafe work conditions, near misses, and injuries or illnesses.

We use the Lost Workday Rate (LWR) as a standardized metric to measure the total number of working days lost due to occupational injury or illness. The LWR formula is defined as the total number of workdays lost, multiplied by 200,000 and divided by the total number of hours worked by all employees within a given period.

We use the Total Recordable Incident Rate (TRIR) as a standardized metric to measure the total number of recordable injuries or illnesses. The TRIR formula is defined as the total number of recordable injuries or illnesses, multiplied by 200,000 and divided by the total number of hours worked by all employees within a given period.

	DXC Employees	Non-DXC Employees Working at DXC Sites
FY25 Health & Safety Metrics		
Lost Workday Rate	0.14	*
Total Recordable Incident Rate	0.01	*
Global Incident Data		
Total number of incidents	83	45
Total number of fatalities	0	0
Total number of lost-time injuries (recordable)	13	*
Total number of lost workdays	156	*
Total number of recordable incidents	15	*
Total number of near-miss incidents	3	*
Fatal accident rate	0.00	0.00
Total number of exposure hours	222,301,975	*
% of people covered by a health and safety management system	100 %	100 %

*Certain metrics are not maintained for non-DXC employees working at DXC sites.



Human Rights

DXC's Board of Directors and executive leaders are dedicated to protecting and advancing human rights, helping to ensure the integrity of our global operations. As a UN Global Compact signatory, our human rights commitments are outlined in our [Human Rights Statement](#), [Code of Conduct](#), DXC Values and [Responsible Supply Chain Principles](#), aligning these commitments to our global business activities.

Our Commitments

Our ability to serve our clients depends on an uncompromising commitment to acting with integrity. Our human rights-related focus areas include:

Fostering Good Practices in Our Global Supply Chain: We provide reasonable working conditions for our employees, including fair working hours and wages, and we require our suppliers to do the same. We believe that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations.

Promoting Inclusion and Belonging: To deliver the best solutions to our clients, we harness the energy, creativity and talents of our global workforce. Our strength lies in valuing differences, encouraging input from multiple perspectives and uniting teams around common goals. We prohibit slavery, human trafficking, and forced and child labor, and we comply with laws against such exploitation.

Overarching Principles

DXC complies with the laws in the jurisdictions in which we operate. DXC's Human Rights Principles (the Principles) encourage employees, contractors, suppliers and other third parties conducting business on behalf of DXC to exceed legal compliance, drawing on international standards to advance social and environmental responsibility and ethical business practices. Our Principles are based on standards like the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the UN's Universal Declaration of Human Rights.

The Principles include:

Fair Employment Practices: DXC acts with integrity, is committed to fair employment practices, and abides by employment laws in the markets in which we operate.

Child Labor: DXC prohibits the use of child labor, in accordance with ILO Convention 138, throughout our global operations and supply chain.

Forced Labor: DXC rejects the use of forced labor in all its forms, including prison or debt bondage labor, trafficking, and the lodging of deposits or identity papers by employers or by outside recruiters. We do not accept unreasonable restrictions on workers' freedom of movement in any DXC facility, in addition to not accepting any unreasonable restrictions being placed on entering or exiting DXC-provided facilities. We require workers to be provided with written terms and conditions of employment prior to the worker's departure from their country of origin to commence work with DXC. As a matter of course, we do not make substitutions or changes to an employment agreement; however, we reserve the right to adjust language to

address changes in business needs, policies or laws. There will be no coercion placed on any employee to sign an employment agreement.

Health and Safety: We are committed to providing a safe, healthy work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions. We take appropriate steps to prevent workplace-related injuries, provide health and safety training, use an ISO 45001 certified system to detect threats to health and safety, and provide access to bathrooms and potable water.

Non-Discrimination: We promote an inclusive work environment that provides employees with fair treatment, opportunities for career development, and protection of human rights, so they can bring their whole selves, their best selves, to work and reach their potential. DXC does not discriminate based on race, skin color, religious creed, national origin, citizenship, marital status, sex, sexual orientation, gender identity and expression, age, disability and protected veteran status, childbirth and related medical conditions or any other legally protected characteristics.

Harassment-Free Workplace: DXC is committed to preventing and addressing abusive conduct and harassment in the workplace. We expect our employees and any third parties we work with to maintain a work environment that is safe, respectful and inclusive, by treating employees, clients, suppliers, business partners, visitors and shareholders with dignity, respect and professionalism. DXC encourages openness, creativity and cultural expression among our workforce, while maintaining a respectful work environment that reflects our values.

Discipline: DXC forbids any form of corporal punishment, mental or physical coercion, or verbal abuse by anyone working for DXC or by any third-party supplier, including private security services.

Retaliation: DXC does not tolerate retaliatory actions against anyone who raises a concern or cooperates with an investigation. We take retaliation claims seriously and investigate concerns that are raised. Anyone found to have engaged in retaliation will be subject to disciplinary action, up to and including termination.

Compensation: DXC's wages paid for a standard work week must meet at least legal minimum standards. Deductions from wages as a disciplinary measure are not permitted. For each pay period, workers are provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

Anti-Corruption: DXC prohibits corruption in all its forms, including extortion and bribery. We have zero tolerance for bribery, kickbacks and other improper payments.

Freedom of Association and Right to Collective Bargaining: DXC upholds the freedom of association and the effective recognition of the right to collective bargaining. Employees and their representatives are free to openly communicate and share ideas and concerns with management without fear of discrimination, reprisal, intimidation or harassment.

Privacy and Data Protection: DXC is committed to the lawful treatment and confidential handling of sensitive information, including personally identifiable information/personal data, and has adopted a set of global information management policies addressing privacy and data protection, security, system access, information classification and other relevant policies governing the collection, use, disclosure, transfer, retention and deletion of information.

Labor Relations

Our employee relations strategy includes early engagement with trade union representatives and works councils as part of new business activities, with a view to forming an effective working relationship. Collective bargaining between DXC and employee representatives takes place in relation to working conditions (e.g., remuneration).

In Europe, we have an established European Works Council (EWC) that meets in person twice each year (e.g., every 6 months), in addition to having virtual meetings, when needed, with DXC senior management. The EWC's scope of responsibility includes transnational matters that affect employees in more than one country in the EU/EEA. Notice periods relating to significant operational changes are agreed at a country/region level in alignment with the local legal framework, HR, management, trade unions, employee representatives or works councils, where applicable.



Modern Slavery

Our Commitment

DXC, inclusive of our direct and indirect subsidiaries (“DXC”), prohibits all forms of slavery, human trafficking, forced labor and child labor in our operations and supply chain, and works to minimize any associated risks. Irrespective of the circumstances, we will not tolerate forced labor, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, or trafficking of persons in any of our own business operations or by any of DXC’s suppliers or our supplier’s suppliers (collectively, “Suppliers”), or for any other purpose.

As a UN Global Compact signatory, DXC supports the Ten Principles of the UN Global Compact, among them, supporting and respecting the protection of internationally proclaimed human rights; and, ensuring DXC is not complicit in human rights abuses. We define our modern slavery commitments in our Human Rights Statement, Code of Conduct and Responsible Supply Chain Principles.

Risk of Modern Slavery

DXC’s activities are largely considered low risk for modern slavery and labor violations. DXC does not manufacture products, and our core activities are typically performed by a highly skilled and specialized workforce. This applies also to the types of activities that DXC procures, which are predominantly software and services.

We review human rights and modern slavery risks annually, which includes conducting due diligence in our internal operations and on our supply chain.

During our FY25 review of human rights and modern slavery risks, we identified the following risks:

Risk Area	Risk	Risk Level	Risk Commentary
Operations	Risk of modern slavery among our own employees or contract staff	Extremely low	DXC hires highly skilled specialists through rigorous employment practices.
Supply Chain	Risk of modern slavery in suppliers located in countries at high risk for modern slavery	Low	Services procured by DXC require highly skilled specialists who are not typically at risk for modern slavery.
Supply Chain	Risk of modern slavery in services requiring low skill levels, such as security, catering and janitorial	Low	These services are performed onsite at DXC locations by suppliers who are required to adhere to our Responsible Supply Chain Principles, which include modern slavery prevention.
Supply Chain	Risk of modern slavery in electronics procurement	Moderate	Electronics are a known high-risk commodity for modern slavery. DXC procures IT equipment from companies with robust prevention programs, such as Dell Technologies, IBM, HP Inc. and Lenovo.

To assess risk levels, we reference the U.S. Trafficking in Persons Report and the U.S. Department of Labor List of Goods Produced by Child Labor or Forced Labor.

Management of Internal Modern Slavery Concerns

Internally, we have implemented various initiatives to prevent, identify and — if violations are found — address and remediate modern slavery concerns.

Internal Assessment

To evaluate the potential of modern slavery risks in our operations, DXC conducts risk-based audits of payroll and payment systems in higher-risk jurisdictions using multiple data analytics techniques. In FY25, zero instances of forced labor indicators were identified within our organization through these audits.

Training

DXC offers human rights training to employees through our online learning portal, DXC Learning. On DXC Learning we maintain an ESG academy that includes general and country-specific training on modern slavery (e.g., country-specific trainings in Australia, Canada and UK). We also provide a variety of courses to reinforce our inclusive culture.

Effectiveness and Performance Indicators of Internal Modern Slavery Prevention

While our business operations and activities are considered to present a very low risk for modern slavery, we are committed to minimizing the risk of all forms of forced labor and human trafficking within our global business. We monitor our effectiveness in combatting modern slavery in our operations through the following key performance indicators:

- **Percentage of Staff Completing Code of Conduct Training:** DXC requires employees to complete our mandatory Code of Conduct training annually. In FY25, 100% of active DXC employees completed the annual training.
- **Number of Modern Slavery Concerns Raised Across Grievance Channels:** No reports of modern slavery were received through DXC’s grievance mechanisms or identified through due diligence processes in FY25.

Raising Concerns

The DXC Values, Code of Conduct and policies set the expectation that employees, and anyone working with or on behalf of DXC, should seek advice and report misconduct, including that related to modern slavery — whether witnessed or suspected. DXC provides several channels for people to seek advice or report concerns.

Management of Modern Slavery Concerns in Our Supply Chain

DXC is dedicated to ethical and legal business practices. In FY25, we invested in an AI-enabled platform to enhance the end-to-end visibility of our supply chain. Management of modern slavery concerns in our supply chain consists of three practices: (1) supplier selection criteria requiring certain standards of social, environmental and ethical behavior; (2) cascaded human rights requirements through our Responsible Supply Chain Principles; and (3) annual supply chain monitoring of higher-risk suppliers for effective human rights protection practices.

Supplier Selection Criteria

DXC carefully considers economic, process and technical criteria when making procurement decisions; these criteria include essential social, environmental and ethical responsibilities such as human rights, labor conditions, anti-corruption concerns and environmental protection.

Human Rights Protection Requirements

As part of our efforts to comply with laws and regulations related to modern slavery, we address modern slavery in our purchase order terms and conditions, and we have addressed it in our Responsible Supply Chain Principles since 2018. These commitments will be more deeply embedded throughout our supply chain as we renew contracts.

We require our suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that the suppliers are not complicit in human rights abuses, as defined by laws or otherwise identified by international human rights organizations and conventions. Our suppliers are required to adhere to these principles.

We routinely assess the performance of our key suppliers and evaluate compliance with the Responsible Supply Chain Principles, which are publicly available on DXC's website. Suppliers are encouraged to report concerns about noncompliance with these principles through DXC's SpeakUp Line.

Annual Supply Chain Monitoring

DXC conducts annual modern slavery due diligence on our higher-risk suppliers to assess potential risks or instances of modern slavery in our supply chain. In FY25, we implemented an AI-enabled platform to monitor ongoing human rights risks of our higher-risk suppliers. This group includes DXC's largest suppliers (top 75% by spend) and suppliers operating in geographies or industries that are at high risk for modern slavery. We evaluate suppliers against the requirements of the DXC Responsible Supply Chain Principles. Compliance with the Principles, which includes upholding human rights and modern slavery prevention, monitoring, and, if necessary, remediation practices, is a contractual obligation for suppliers.

In FY25, 188 suppliers were identified for modern slavery due diligence. Our AI-enabled platform has identified no direct or indirect supply chain concerns for our 188 high-risk suppliers. Further, 78% of these suppliers (those operating in the IT hardware industry and those in high-risk countries with whom DXC spends over \$1 million annually) have publicly available statements describing their exemplary efforts to prevent modern slavery in their supply chains. Using our AI-enabled due diligence platform, we continuously monitor these suppliers throughout the year and have more visibility into our indirect supply chain.

Effectiveness and Performance Indicators of Modern Slavery Prevention in Our Supply Chain

We are committed to minimizing the risk of all forms of forced labor and human trafficking within our global business and supply chain. We monitor the effectiveness of supply chain management through the following key performance indicators:

- **Percentage of High-Risk Suppliers:** Fewer than 2% of DXC's suppliers fall into the risk categories defined in the modern slavery risk assessment. This is a level we deem acceptable as a global company operating in the IT services industry.
- **Number of Suppliers with Active Modern Slavery Violations:** In FY25, DXC received no reported concerns or evidence that situations of active modern slavery were present in our supply chain.

Investigation, Remediation and Mitigation of Modern Slavery Concerns

DXC Integrity manages and oversees our Ethics and Compliance, Third-Party Risk Management, and Global Data Protection programs. These are designed and implemented to help prevent, detect and respond to actual or potential misconduct, which includes modern slavery and human rights issues.

DXC Integrity's overarching strategic objective is to promote a culture of performance with integrity that encourages ethical conduct, reinforces corporate values, and drives compliance with the Code of Conduct, internal policies and the law.

DXC Integrity is led by the Chief Ethics and Compliance Officer (CECO), who reports to the General Counsel. The CECO is also DXC's designated Human Rights Officer. Independence from management is assured through the CECO's indirect reporting to the Audit Committee of DXC's Board of Directors.

DXC Integrity oversees the various reporting channels mentioned earlier, which facilitate the ability of DXC employees, suppliers, contractors and others to raise questions and concerns and help with the early identification and management of issues. These platforms and channels can and should be used for reporting concerns about modern slavery and other human rights abuses. The DXC SpeakUp Line is also open to our suppliers, contractors and their employees. Reports are reviewed regularly by DXC's Integrity Committee. The Integrity Committee comprises members of the executive leadership team.

If DXC becomes aware of any modern slavery concern, internally or with a supplier, DXC Integrity will investigate, partner with internal organizations to remediate, and verify that mitigations are implemented to reduce the possibility of recurrence. DXC Integrity has a dedicated team of trained investigators across the globe responsible for conducting investigations. Further, DXC Integrity has a formal issue management process and methodology, leveraged to drive required remediation and mitigation.

Continual Improvement

As a UN Global Compact signatory, we continue to enhance our human rights efforts; learn from the best practices of our partners, governments and nongovernmental organizations (NGOs); and act as a role model for our suppliers and our communities.

To prevent human rights violations across our operations and supply chain, we assess and enhance our internal and external processes to maintain best-in-class assurances.

Improvements from Last Year

Over the past year, the following improvements were implemented:

- We invested in an AI-enabled platform to continuously monitor and enhance the end-to-end visibility of our supply chain, expanding due diligence monitoring to our indirect supply chain.
- We started reporting in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.
- We launched an Integrity Working Group composed of subject matter leaders across the organization, to better enable compliance and risk efforts within the company.
- We published our Code of Conduct in three additional languages, making it now available in 27 languages.

Future Actions

We continuously evaluate our human rights initiatives alongside industry best practices to identify ways to prevent the occurrence of modern slavery within DXC's supply chain. In FY26, we anticipate screening high-risk, new suppliers for human rights issues prior to onboarding, and, in parallel, formalizing a response process, should we identify an instance of modern slavery in our supply chain.



Community Stewardship

DXC as a Responsible Citizen

As an IT services company, DXC uses the power of technology to build better futures for our clients, employees, environment and communities. Our global community initiatives are focused on creating meaningful, lasting change by addressing local needs and empowering individuals. We are committed to making a difference in the communities where we live and work, helping people reach their potential and building stronger, more resilient societies.

DXC India Foundation

The DXC India Foundation aims to improve the social mobility of underrepresented and underprivileged groups by collaborating with nonprofit partners on fostering digital literacy and the learning of new skills, particularly in science, technology, engineering and mathematics (STEM). Our balanced, integrated approach enables the greatest impact in areas of major importance to DXC, including:

Education: Fostering global literacy, with a focus on STEM learning for children, from kindergarten to college.

Health and Wellness: Enhancing people’s health and wellness at a local and global level, with a focus on veterans, people with disabilities, and challenges related to child hunger and poverty.

Disaster Relief: Supporting emergency assistance to those in need, after a disaster or period of crisis or trauma.

In partnership with 12 NGOs in India, DXC has implemented social impact projects that have positively impacted the lives of more than 880,000 individuals nationwide. The Skill Development and Employability Program, which serves 117,000 individuals, provides training in skills that are critical for today’s employment market. The 2025 Scholarship Program, which supports nearly 400 students in STEM fields and sports, not only promotes academic and athletic success, but also develops future leaders in these disciplines. Additional initiatives, such as the School Transformation Program, inclusive education and career assistance, have helped improve the quality of education in government schools.

Digital resource centers serve as important hubs for digital literacy and information access. Additional initiatives, such as Skill Development of Persons with Disabilities and the Underserved as well as targeted STEM training and the Assistive Technology Program, demonstrate a commitment to inclusivity and empowerment, while addressing the specific needs of underserved communities. These collaborative efforts are critical to creating a society in which everyone, regardless of background, has the opportunity to succeed and contribute effectively in their communities and beyond.



Stepping up for a cure:

DXC Team Australia taking part in Woolies Wheels and Walks, raising funds to support cancer research

Earth Day in action:

DXC Team Vietnam cleaning up a forest to celebrate Earth Day 2025

Together for a cause:

DXC Team Bulgaria joins the Spring Blood Donation Campaign

Serving with heart:

DXC Team Singapore supports local community with porridge distribution

UK Social Value Practice

During FY25, DXC UK STEM ambassadors participated in 216 events, volunteering more than 7,000 hours and engaging with over 30,000 students as part of the UK Social Value practice.

DXC Digital Futures Academy: DXC and Manchester United Foundation have partnered to launch the DXC Digital Futures Academy, a four-year education program for secondary school students in the greater Manchester area. The academy aims to support, inspire and empower young people, connecting them to opportunities and enhancing their career prospects in the technology sector. Students are given the opportunity to work alongside industry experts and gain exposure to cutting-edge technologies as well as receive coaching to develop personal skills.

UK Government's Disability Confident Program: The program supports employers in making the most of the talents that disabled people can bring to the workplace. DXC was recognized as a Disability Confident Employer by achieving a Level 2 certification in FY25. This certification further demonstrates DXC's commitment to inclusive recruitment and workplace practices.

Partnership with the Royal International Air Tattoo: As part of our partnership with the Royal International Air Tattoo — one of the world's largest military air shows, with a Techno Zone serving as STEM inspiration for young people — DXC engaged with more than 3,000 young people and delivered more than 380 volunteer hours, raising awareness of STEM subjects and their societal benefits.

Green Software Foundation: DXC is a member of the Green Software Foundation, a nonprofit organization with the mission of creating a trusted ecosystem of people, standards, tooling and best practices for building green software. Through DXC's membership, over 120 of DXC's employees have become certified Green Software Practitioners, helping to embed green software practices, patterns and principles into DXC's technology and methods.

During FY25, DXC UK was nominated as a finalist for the Circular Company of the Year Award at the CRN Sustainability in Tech Awards, gaining recognition for our outstanding capabilities to progress circular economy approaches.

APJ-MEA Social Impact Practice

DXC's Social Impact Practice in the Asia Pacific, Japan, Middle East and Africa (APJ-MEA) region helps our clients and the community develop and run employment and training programs that benefit individuals and society, including neurodivergent individuals, First Nations peoples of Australia and New Zealand, as well as veterans and people from disadvantaged or minority backgrounds across the Asia Pacific region.

DXC First Nations Program: Since its inception in 2019, the DXC First Nations Program in Australia has digitally enabled 30 communities and schools, donated more than 1,000 refurbished devices, and held over 50 STEM sessions with 500+ students, positively impacting over 7,000 First Australians. Through strategic membership with Australian Indigenous business peak bodies, DXC has spent over \$6 million with Australian Indigenous suppliers, and we maintain over 15 client-facing Indigenous Participation and Social Commitment Plans.

DXC Māori and Pacific Peoples Program: The DXC Māori and Pacific Peoples Program has made positive strides since the launch in 2022. The Program is now firmly integrated into our operations in Aotearoa (or,

New Zealand), where we actively promote and celebrate Māori and Pacific cultures both within DXC and in collaboration with our partners, clients and communities.

DXC Digital Futures Program: The APJ-MEA DXC Digital Futures Program refurbishes and redistributes technology to communities in need while reducing e-waste, working with partners and clients committed to stewardship and sustainability. In 2024, the program expanded across Australia, New Zealand, Vietnam, the Philippines, Singapore, Malaysia and Vanuatu, reaching universities, community enterprises, children's shelters and hospitals. The program has impacted over 24,500 lives and donated 1,400+ refurbished devices across eight countries. Over 25 separate technology donations were made and STEM events conducted in collaboration with 20+ partners.

DXC Veterans Program: The DXC Veterans Program supports veterans transitioning to viable IT careers by providing education and career opportunities in an inclusive environment that supports mental and physical well-being while giving clients access to highly skilled, security-cleared team members. Through collaboration with business, education, support and technology partners, the program assists veterans with recruitment, training and well-being support, offering workshops, webinars and information sessions. Program participants have obtained 150+ technology certifications, with 100% employed in the IT services industry.



Environmental – Engineering the Future Responsibly



Climate

The impacts of climate change have emerged as a primary topic of interest for capital markets and global stakeholders, alike. At DXC, we recognize the need to measure, interpret and analyze climate risks and opportunities to inform our efforts to combat environmental degradation, both for our own operations and for our clients. DXC is committed to reporting annually on our global GHG emissions footprint and the practices we have implemented to reduce our impacts on the environment. We report climate-related impacts, risks and opportunities for our business and essential stakeholder groups, which includes climate-related governance, strategy, risk management, key performance indicators and targets. Our efforts are guided by the TCFD and other leading ESG frameworks, such as CDP, SASB and GRI. DXC is committed to transparently disclosing data related to our ESG performance in alignment with these industry recognized frameworks and in adherence to their principles.

- Maintaining ISO 14001 and 50001 certifications for strategic data centers and offices in an effort to manage data center efficiency and mitigate spikes in energy consumption

Our goals in support of carbon reduction extend to our relationships with our suppliers and their suppliers. The DXC Responsible Supply Chain Principles establish our standards for conducting business. Our procurement activities take into careful consideration a set of economic, process-driven and technical criteria as well as essential social, environmental and ethical responsibilities such as human rights, labor conditions, anti-corruption concerns and environmental protection. Our goal is to work with our suppliers to ensure compliance with these principles, as they in turn apply them to the suppliers with whom they work to deliver goods and services for DXC.

DXC also partners with clients to help them achieve their own climate-related goals. We offer services that can have a significant impact on our clients' sustainability objectives, delivering climate-related benefits far greater than what we could achieve alone through our internal carbon-reduction efforts. Offerings such as DXC Modern Workplace, Cloud Migration Services and data-driven sustainability services contribute to the reduction of carbon emissions for our clients.

DXC's ESG strategy reflects our ongoing commitment to being a responsible corporate citizen. We are proud to be part of the global movement to minimize the impacts of climate change and have received approval of our near-term emissions reduction targets from the SBTi. This achievement is shared by DXC's 120,000-plus employees in more than 70 countries and is valued by our clients, which include many of the world's largest enterprises.



“DXC has reduced energy consumption by 69% and Scope 1 and 2 emissions by 77% since our FY19 baseline, which has considerably reduced the impacts associated with many of our identified climate-related risks.”

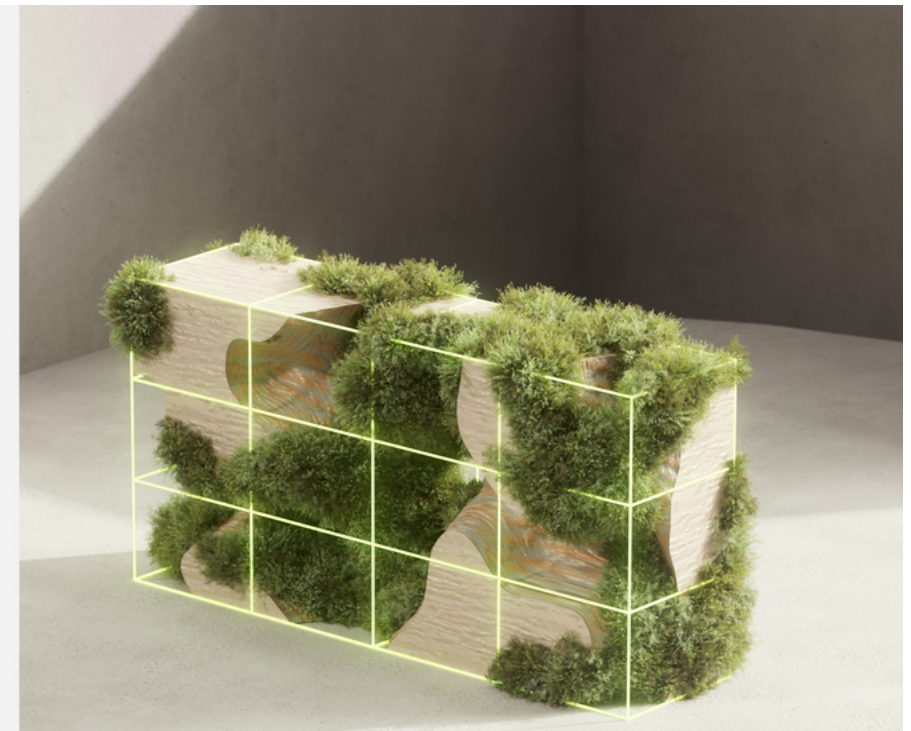
— Sue Ann Averitte,
Vice President ESG

Our resolve to achieve emissions reduction targets consistent with limiting global temperature increase to 1.5° Celsius aligns with the ethos of the UN Sustainable Development Goals and the Paris Agreement, with the intent to reduce GHG emissions providing the foundation for sustainable, low-carbon and resilient development.

DXC strives to minimize our impact on the environment and improve resource efficiency in the areas of energy consumption, data center management, travel and transportation, and supply chain management. Our energy efficiency strategy consists of multiple activities, including:

- Elimination of office facilities over the short term and medium term as we adjust our physical footprint to the needs of the business
- Rationalization of our global data center footprint which, in FY25, comprised 47% of total facility square footage but accounted for 79% of total energy consumption
- Implementing facility efficiency projects, including LED lighting installation, uninterruptible power supply (UPS) upgrades and airflow projects

Collaborating with our clients, colleagues, partners and communities is critical to meeting our commitment to sustainable and responsible business practices that contribute to a better world.



Climate-Related Governance

DXC’s approach to climate-related governance is structured as a comprehensive, multi-tiered process that ensures robust oversight, clear accountability and effective integration of climate considerations into our business strategy. Climate-related governance involves the Board of Directors, key executives and functional working groups. Each of these bodies performs a critical role in ensuring our approach incorporates broad perspectives to address our stakeholders’ needs while delivering on our commitment to sustainable business.

Board’s Oversight of Climate-Related Risks and Opportunities

The Board of Directors provides oversight on DXC’s ESG issues, including climate-related risks, opportunities and concerns. They ensure that we have the governance, long-term strategy and processes to manage ESG outcomes that meet the needs of stakeholders.

Within the Board of Directors, the Nominating/Corporate Governance Committee has specific oversight of ESG and climate-related matters, which is outlined in the Committee Charter. The Committee reviews ESG matters, including climate-related impacts, risks, opportunities and issues, at each quarterly committee meeting and subsequently shares this information with members of the full Board.

The Committee also provides guidance and input on corporate climate-related decisions. For example, the Committee was briefed on the intended stakeholder and operational benefits of adopting a target to achieve net zero emissions for direct operations by 2050. The direction was discussed, and the Committee subsequently agreed to pursue this target. Progress toward climate targets is reviewed with the Committee annually, and we adjust our efforts as business needs dictate.

Management’s Role in Assessing and Managing Climate-Related Risks and Opportunities

Executive Management: Strategy Development

The President and CEO is the senior-most executive at DXC. The CEO drives the organization’s overall business strategy, setting the tone and direction for ESG matters, including climate-related objectives. The CEO is regularly briefed on ESG matters as they pertain to strategic objectives and decisions and provides high-level direction to ensure alignment across the organization. The CEO has delegated ESG program oversight to the General Counsel (GC), who serves as a member of DXC’s executive leadership team.

The GC’s climate-related responsibilities include overseeing the integration of climate-related matters into corporate strategy and risk management frameworks, setting and monitoring targets, and influencing decisions that can have a significant impact on our overall climate strategy. The CEO and GC participate in ESG-related briefings to the Board, ensuring that climate matters are consistently represented at the highest levels.



Operational Leadership: Implementation and Cross-Functional Coordination

The Vice President, ESG (VP, ESG), is responsible for the operational management and implementation of DXC’s ESG program, with a particular focus on climate-related issues. The VP, ESG coordinates with executives and functional leaders to develop and operationalize the ESG and climate strategies. These executives form the operational leadership team for ESG matters and are instrumental in guiding the implementation of strategies, policies and practices to achieve DXC’s climate-related objectives. Key executives include leaders from Real Estate, Data Center Operations, Finance, Legal, Investor Relations, Internal Audit, Supply Chain and P&Ls.

Real estate and data center executive partners have significant influence on DXC’s climate-related objectives, overseeing office and data center footprint strategies, capital improvements, leases and energy efficiency programs. These leaders, in partnership with the VP, ESG, collectively develop and implement carbon emissions management strategies for offices and data centers, with the latter being DXC’s largest source of direct carbon emissions.

Functional Working Groups: Execution and Continuous Improvement

The ESG Working Group is responsible for the many foundational activities necessary to achieve DXC’s ESG and climate-related objectives. The group includes leaders from Human Resources, Real Estate, Ethics and Compliance, Investor Relations, Supply Chain, Marketing and Communications, Legal, Finance, ERM, Operations, Information Security and Data Privacy. This group is responsible for implementing the ESG strategy, leading functional actions to achieve ESG goals, and highlighting issues and decisions affecting ESG goals and objectives.

Climate-Related Strategy

As a global IT services leader, DXC has both an opportunity and a duty to provide our clients, employees and communities with solutions that address the global climate crisis. We are stewards of the world we live in and strive to create a sustainable environment for generations to come. We see technology as a tool for enabling the lasting change and radical transformation needed to create a climate-secure future. Our comprehensive sustainability approach focuses on three key areas: advancing the sustainability of our operations; enhancing the environmental performance of our IT services; and leveraging our technologies and capabilities to help our clients achieve their own sustainability objectives.

Advancing the Sustainability of Our Operations

- DXC is committed to achieving near-term company-wide emission reductions in line with limiting global warming to a 1.5° Celsius. Our targets have been approved by SBTi.
- We have achieved a 77% reduction in Scope 1 and 2 GHG emissions since our baseline of FY19.
- In FY25, 62% of electricity was procured from renewable sources.
- We maintain ISO 14001 and 50001 certifications.

Advancing the Sustainability of Services

- DXC is continually improving the efficiency of our data center operations. We have implemented high-efficiency UPS systems and are upgrading cooling systems to reduce environmental impacts.
- DXC has consolidated data centers and partnered with third-party providers to improve the efficiency of our footprint.
- We have improved emissions allocation methodologies to provide more accurate and actionable insights to our clients.

Helping Our Clients Become More Sustainable

DXC partners with key suppliers to offer services to assist our clients in achieving their own emissions reductions and climate-related objectives in the areas of:

- DXC Public Cloud, Hybrid Cloud and Multicloud services
- DXC Modern Workplace services
- DXC Modernization Studio and Emissions Insights
- ESG Analytics
- Circular economy solutions
- Automotive and Manufacturing Supply Chain solutions

Climate-Related Risks and Opportunities

As context for our climate-related risks and opportunities: DXC’s operations span more than 70 countries and are subject to physical climate risks, such as global temperature changes and geographically specific weather

events, as well as transition climate risks such as climate regulations, market trends, and technology changes that could lead to additional legal, financial or reputational risks. The dispersion of our operations across a broad geographical area helps to alleviate both physical and transition risks.

DXC’s Scope 1 and 2 emissions come from fuels and electricity consumed in offices, data centers and fleet vehicles. In FY25, office and data center emissions together comprised 97% of Scope 1 and 2 emissions, with data centers comprising 77% of Scope 1 and 2 emissions.

Over the past several years, we have been rationalizing our physical data center and office footprint to adjust to the needs of the business. Since FY19, we have reduced facility square footage by 63%; and we expect to reduce an addition two to four million square feet by 2030. As a result of facility square footage reductions, DXC has reduced energy consumption by 69% and reduced Scope 1 and 2 emissions by 77% since FY19, which has considerably decreased the impacts associated with many of our identified risks. We expect continued emission reductions in the future, which will continue to reduce DXC’s climate-related impacts and risks.

In FY25, Scope 3 emissions constituted 82% of our total location-based GHG inventory, with purchases from suppliers representing 71% of our total emissions. In recent years, we’ve seen an increase in the percentage of our suppliers committing to science-based targets, in accordance with the technical guidance published by SBTi. As of FY25, 63% of DXC’s suppliers by spend have committed to set or have received approval of their emission reduction targets through the SBTi. In addition, 100% of DXC’s largest strategic suppliers, representing 45% of DXC’s Scope 3 Categories 1, 2 and 4 have set SBTi targets. The continuing trend of our suppliers’ adoption of emission reduction targets further reduces potential climate-related impacts and risks for the company.

We evaluate physical and transition risks relevant to our business in terms of short-, medium- and long-term horizons. We define short term as 0 – 1 year; medium term as 1 – 5 years; and long term as 5 – 10 years. Where feasible, we estimate financial risk based on internal operational data and publicly available data.

Type of Risk/ Opportunity	Risk/ Opportunity	Area of Risk	Likelihood	Magnitude	Time Horizon
Chronic Physical	Risk 1	Increasing temperatures	Very Likely	Low	Short term Medium term
Transition - Policy	Risk 2	Carbon pricing mechanisms	Likely	Low	Medium term
Transition - Regulatory	Risk 3	Regulatory compliance	Extremely Unlikely	Medium-Low	Medium term
Chronic Physical	Opportunity 1	More efficient facility portfolio	Virtually Certain	Medium-Low	Medium term
Transition - Market	Opportunity 2	Low-carbon services	As Likely as Not	Low	Medium term

Climate-Related Risks	Description of Risk	Risk Response
<p>Risk 1: Increasing global temperatures bring the risk of increased facility energy consumption to support air conditioning and data center cooling needs, resulting in likely increases in operating cost.</p> <p>Short-term and medium-term physical risk (RCP 2.6, 4.5 and 8.5)</p>	<p>In FY25, DXC operated 215 sites across more than 50 countries, with 16% of those properties housing data centers for DXC operations and client services. Data centers are a significant source of energy consumption for DXC, comprising 82% of DXC's facility energy consumption and 77% of DXC's Scope 1 and 2 emissions. DXC has 14 data centers located in areas that frequently experience extreme weather conditions, such as in Australia, parts of the United States, South America and Southeast Asia. Increasing temperatures will likely drive increases in operating costs to provide adequate cooling in facilities.</p>	<p>DXC's energy efficiency strategy consists of multiple programs:</p> <ol style="list-style-type: none"> 1) Elimination of office facilities over the short and medium term as we rationalize our physical footprint to the needs of the business 2) Rationalization of our global data center footprint, which constitutes approximately 47% of total facilities square footage but accounts for approximately 84% of our global electricity usage 3) Facility efficiency projects 4) Maintaining ISO 50001 certifications for multiple strategic global data centers: DXC spends approximately \$50,000 annually to maintain the ISO 50001 program, which helps us manage the efficiency of our data centers and mitigate spikes in energy consumption
<p>Risk 2: Introduction of a carbon tax in jurisdictions where DXC operates would result in unfavorable operating cost impacts.</p> <p>Medium-term transition risk (RCP 2.6, IEA SDS)</p>	<p>If DXC becomes subject to widespread jurisdictional legislation for carbon taxation, particularly relative to data center energy consumption and carbon emissions, we anticipate financial impacts to direct operating costs. DXC's data center operations comprise 77% of FY25 Scope 1 and 2 carbon emissions. Data centers are distributed across 13 countries, with 69% located in the Americas; 20% located in Europe; and 11% located in Asia Pacific (based on square footage). This distribution significantly lowers the potential financial impacts of jurisdictionally specific carbon taxation.</p>	<p>97% of DXC's FY25 Scope 1 and 2 carbon emissions are driven by offices and data centers. DXC is reducing the risks associated with carbon taxation by reducing offices and data centers to better align with business needs. In FY25, DXC exited 31 facilities, eliminating 3.2 million square feet from our portfolio. We anticipate reducing another 2 – 4 million square feet of data center and office space through 2029, which will further reduce impacts related to future carbon taxation mechanisms.</p>
<p>Risk 3: Inability to comply with fast-moving regulatory requirements could lead to inadvertent regulatory non-compliance resulting in RFP disqualification, loss of sales, and unfavorable operating cost impacts.</p> <p>Medium-term transition risk (RCP 2.6, IEA SDS)</p>	<p>As climate-related regulations expand, transition risks such as non-compliance with regulatory mechanisms could become more significant for DXC. Non-compliance could lead to financial penalties and exclusion from government tenders. Given the dispersion of our business, and the broad variations in regulatory requirements, we see the greatest exposure in countries where regulatory requirements are most progressed and our public tender engagement most pronounced.</p>	<p>DXC undertakes many actions to monitor and ensure compliance with global ESG-related regulatory requirements. For example, DXC has implemented a comprehensive ESG-related system architecture that consists of a carbon accounting system, supply chain due diligence system, and ESG data and disclosure management system to improve the accuracy, completeness and auditability of ESG-related disclosures. This increased investment demonstrates DXC's proactive preparation to ensure compliance with global climate and ESG-related regulatory requirements.</p>
Climate-Related Opportunities	Description of Opportunity	
<p>Opportunity 1: DXC's facility rationalization program provides the opportunity to downsize offices and data centers and reduce our carbon impact.</p>	<p>DXC's hybrid work model redefines where and how people work, by engaging and inspiring them with best-of-breed technology. The model allows DXC employees to work flexibly between home and the office by harnessing intelligent collaboration, which combines enterprise communication tools in a single interface to enable secure, integrated network infrastructures, with rapid deployment and scalability to fit business need. DXC is also exiting inefficient data centers and transferring workloads to the cloud or third-party data center providers. In the medium term, these two programs will reduce DXC's GHG emissions and overall energy consumption as well as the dependence on daily work commutes and business travel.</p>	
<p>Opportunity 2: Continued client interest in sustainable solutions could benefit DXC's revenues in the medium term.</p>	<p>Client demand is increasing for products that help monitor or reduce climate-related impacts. DXC has multiple offerings that can help clients achieve their carbon-reduction objectives. Helping our clients reduce emissions increases their operational resilience while supporting their sustainability objectives.</p>	

Impact of Climate-Related Risks and Opportunities on Business Strategy

DXC understands the impact we can have on our clients' environmental footprint. Our business model is driven by capabilities that clients consider to be critical to their own operations and ecosystems. That's why our environmental management plan aims to reduce not only DXC's operational impact, but also our clients' operational and supply chain impacts. Our commitment to helping clients reduce GHG emissions will continue to evolve and advance with our continued investment in DXC's Modern Workplace, Cloud, IT estate modernization, and analytics and AI solutions. Our ongoing investments in primary research and original perspectives on sustainability are intended to support our clients as they develop and implement their ESG strategies.

IT Services to Achieve Sustainability Objectives

DXC helps our clients increase their energy efficiency and reduce their environmental impacts with proprietary technology and next-generation solutions.

DXC Public Cloud, Hybrid Cloud and Multicloud Services: DXC provides sustainable services for public, hybrid and multicloud environments as well as AI and cloud platforms, partnering with AWS, Microsoft Azure, Google Cloud, VMware, SAP, Red Hat and Nvidia. DXC Cloud Advisory and Migration services assist enterprises with developing a business case for IT investments and a tailored plan for migration, transformation, optimization and sustainability to enable a successful cloud journey and reduce emissions across the entire IT estate.

Modern Workplace: DXC proactively analyzes and optimizes the performance of each PC, so that clients can refresh and reuse devices, extending asset life and reducing supply chain emissions. Performance-based refresh significantly reduces typical refresh rates and PC manufacturing demands.

DXC Modernization Studio and DXC Emissions Insight: DXC Emissions Insight is a machine learning-based suite of tools that allows clients to quickly assess and plan the impact of migration and modernization, including a green benefits assessment that quantifies the carbon footprint and benefits of IT estate transformation and environmental strategies. A new version will also incorporate impacts from AI.

Sustainability Consulting for IT Services: DXC can help accelerate the realization of ESG objectives for our clients through data-driven sustainability consulting services, delivering actionable insights; transformation roadmaps; and digitally enabled, data-driven business services at scale.

ESG Data Management with ServiceNow: ServiceNow's ESG solution supports our clients with a holistic, consistent and integrated approach to ESG data and disclosure management.

ESG Analytics: DXC provides analytics and management services to improve the accuracy and timeliness of ESG data for disclosure as well as insights for sustainability impact.

Digitization of the Circular Economy: DXC co-innovates with clients to use digitization in overcoming challenges related to implementing circular economy business models in multi-tier business ecosystems.

Automotive and Manufacturing Solutions: DXC solutions help companies comply with component-level environmental and sustainability relevant reporting obligations by collecting data from their supply chains and validating it against most common regulatory regulations.

Investing in the Sustainability of Our Direct Operations

DXC's Scope 1 and 2 emissions footprint is composed primarily of office facilities and data centers, and we are continually evaluating opportunities to improve our cost and operating efficiency.

We are motivated to reduce and optimize to the most efficient footprint to support our operations. Our hybrid work model enables our employees to flex their work arrangements, reducing commutes and business travel while enabling better work-life balance. We expect to continue to adjust our office footprint and lower our carbon emissions in the coming years.

Data centers are core to our strategy and comprise approximately 84% of our global electricity consumption. Our data center optimization program consists of a blend of energy efficiency actions and consolidations to reduce our operating costs and carbon footprint without sacrificing operational performance and with no impact to client service operations. We are taking the following measures to reduce GHG emissions in our data centers:

- Efficient management of cooling distribution required for large-scale IT operations in accordance with ASHRAE TC9.9 Thermal Guidelines for Data Processing Environments
- Monitoring power usage effectiveness (PUE) trends across our global data center portfolio
- Partnering with third-party companies, such as utility suppliers and equipment manufacturers, that can help us reduce our emissions
- Conducting monthly reviews with facilities management contractors to optimize the use of best practices in energy and airflow management
- Implementing strong internal governance of our own IT estate enabling us to reduce our application and data center footprint

Together, our hybrid work model and data center optimization activities will yield long-term benefits that will enable us to meet our climate-related objectives.

Resilience of Our Strategy

DXC's climate-related scenario analysis evaluates the long-term impacts of physical and transition risks and opportunities related to climate change, and it is both quantitative and qualitative in nature. The analysis uses multiple warming scenarios, providing coverage from 1.5° Celsius to 4° Celsius, with a scope addressing DXC's global operations. Multiple horizons are examined, extending to 2025, 2030, 2040 and 2050. Our scenarios include both physical and transition risks to enable a more complete picture of possible outcomes. The objective of our analysis is to better understand future physical and transition risks facing our operations so we may take mitigating actions to improve our resilience.

Transition risk dominates under the International Energy Agency's Sustainable Development Scenario (IEA SDS) and Representative Concentration Pathway (RCP) 2.6. Rising carbon prices (\$140 – \$280 per metric ton of carbon dioxide equivalent [tCO₂e] by 2050) and increasing renewable energy standards accelerate the business case for more efficient data center solutions and increasing renewable energy procurement. Physical risk dominates under RCP 8.5. Extreme heat, water stress and storm intensity threaten data center uptime, interruptions to client service delivery and increasing operating costs due to higher cooling loads. Transition and physical risks are balanced under RCP 4.5 with an unpredictable carbon pricing policy and encouraging outlooks for increasing renewable energy sources for global energy grids. Physical and transition risks are common across all scenarios but vary in intensity depending on the timeline.

Physical Risks

Three physical risk areas identified were: storm-related direct damage to data center facilities, extreme weather interruption of client delivery operations, and increasing energy costs related to global warming. Data center risks are decreasing as a result of our optimization strategy and near-term footprint reductions, as DXC expects to exit most data centers by 2030; however, facility damage could result from extreme weather events such as hurricanes or floods. DXC's data centers are subject to an annual Threat, Vulnerability and Risk Assessment (TVRA). This comprehensive assessment includes a review of threats and risks (geo-political, climate, environmental, pedestrian, nuclear, air space, etc.) to help our teams prepare effective business continuity plans and mitigate potential risks. TVRAs also help our teams prioritize and select new data center partners and locations. As DXC expects to exit most data centers by 2030, this will significantly reduce the financial risk of cooling-related operating cost increases from extreme temperatures. In FY25, data centers constituted 84% of DXC's electricity consumption. By 2030, we anticipate energy consumption needs to drop by approximately 80%.

Office facilities were deemed to be low risk given our geographic dispersion and flexible business model, both of which significantly reduce business interruption risks from weather issues in any one geographic area. DXC's Business Continuity team continuously monitors, prepares, responds, recovers and learns in the face of opportunities, challenges, adversity or disruptions, while prioritizing the safety of our people. The team's actions mitigate risks and increase the certainty that business objectives for mission-critical activities are met in a systematic and timely manner.

Transition Risks

Three transitional risk areas identified include future carbon taxation, pressure to accelerate achievement of net zero, and increasing climate disclosure requirements. DXC expects to exit most data centers by 2030, which will significantly reduce the financial risk of carbon pricing impacts. In FY25, data centers constituted 77% of Scope 1 and 2 emissions (153,958 tCO₂e). By 2030, we anticipate total DXC Scope 1 and 2 emissions to be as low as 100,000 tCO₂e given data center and office rationalizations. At this level and using carbon price estimation between \$25 and \$75 per tCO₂e, we estimate carbon taxation could cost DXC between \$2.5M and \$7.5M annually by 2030.

Increasing net zero requirements present a risk of increased costs with the purchase of renewable energy, increased capital expenditures to improve the efficiency of our facilities, or new costs of carbon offsets. We also expect these potential costs to fall in the long term due to decreasing facility space and increasing availability of renewable energy. Increasing disclosure requirements from clients or regulators, may involve purchasing additional software, hiring additional personnel and increasing external certifications.

Our scenario analysis is driving greater visibility to long-term climate-related risks. We are evaluating the impacts of consolidation and elimination of data centers at higher risk for climate-related issues and enhancing the selection criteria for third-party data center providers. Reduction of data centers coupled with increased client cloud uptake will help mitigate DXC's climate risks.



Climate-Related Risk Management

Process for Identifying Climate-Related Risks and Opportunities

Climate-related risks and opportunities are evaluated based on the current operational environment and anticipated future business changes. Climate change issues are identified from the UN Framework Convention on Climate Change (UNFCCC) reports and Sixth Assessment Report of the UN Intergovernmental Panel on Climate Change (IPCC), which spotlight the current themes and emerging locational issues. These reports outline relevant climate-related risks and help DXC focus on the regions where these will have the greatest impact on the business and where the organization has the greatest potential to affect positive, lasting change in the fight against environmental degradation.

These resources are the foundation of DXC's ability to profile, analyze and manage risks, and to discover where regional opportunities exist for the organization, particularly in relation to our products and operations.

Process for Managing Climate-Related Risks

DXC management owns and manages risk. The Board of Directors' Enterprise Risk Committee (ERC) assists management in fulfilling its responsibilities for assessing, managing and monitoring risks, and aids the Board of Directors in its oversight responsibilities with regard to the company's ERM program.

Integration of Climate-Related Risks into Overall Risk Management

The ERM program is designed to enhance value by identifying, monitoring and verifying the mitigation activities of key risks as they relate to DXC's strategic objectives and overall operations. The mission of the program is to establish and enforce risk management practices and processes that provide meaningful and actionable risk insights with a focus on managing risk, meeting regulatory expectations, optimizing decision making, improving planning and increasing the value of business operations. Climate-related risks are incorporated into the ERM process. DXC conducts an ERA at least annually to identify the key risks throughout the enterprise. During this process, the most significant risks within the company are identified and assessed. The severity and likelihood of the enterprise risks are assessed based on five-point scales. If risk reduction is needed, current mitigation plans are evaluated and additional steps are taken as needed.

DXC utilizes scenario analysis to evaluate climate-related risks in the short term, medium term and long term. Key stakeholders are engaged during scenario analysis to discuss resulting risks and potential mitigations. This process, which is undertaken separately from the enterprise risk assessment, helps to identify additional risks of concern, provide a second perspective on climate-related risks and opportunities, and inform future mitigations for impacts and risks.

Specific to climate-related risks, we define risk time horizons as follows:

Short term: 0 – 1 years; Medium term: 1 – 5 years; Long term: 5 – 10 years

The company's current climate-related risks have been identified across all time horizons.



Climate Transition Plan

2019 to 2030

In 2023, the SBTi certified DXC’s 2030 Scope 1 and 2 location-based carbon reduction target of 65% against our FY19 baseline as being aligned to limiting global temperature increase to 1.5° Celsius above pre-industrial levels. In 2024, DXC committed to achieving net zero emissions for direct operations (Scope 1 and 2) by 2050. Through FY25, we have exceeded our near-term carbon reduction target by achieving a 77% reduction in Scope 1 and 2 emissions against our FY19 baseline. Between 2025 and 2030, we expect to reduce location-based Scope 1 and 2 emissions by an estimated 100,000 tCO2e, helping to ensure we are on a path to achieve net zero for direct operations by 2050.

To achieve carbon emission reductions, DXC is implementing multiple initiatives:

- Aligning with global climate goals, such as those defined by the Paris Agreement, by setting near-term company-wide emissions-reduction targets in line with the SBTi
- Consolidating offices and data centers worldwide: In FY25, 97% of DXC’s Scope 1 and 2 carbon emissions came from energy consumption in these buildings
- Continually improving the efficiency of our offices and data centers
- Certifying our data centers to the ISO 50001 energy management system standard
- Improving the efficiency of our vehicle fleet by transitioning to electric vehicles

2030 to 2050

From 2030 to 2050, available technologies to support achievement of net zero emissions by 2050 become less clear. However, projections show that accessible renewable electricity as a percentage of total global electricity is expected to increase dramatically, nearly doubling between 2030 and 2050. The global transition to renewable electricity figures prominently in our forward-looking estimates, as purchased electricity comprises 97% of total location-based Scope 1 and 2 emissions. As grid-based renewable energy becomes more widely available and affordable, we anticipate our procurement of renewable energy to increase accordingly. In FY25, DXC procured 62% of electricity from renewable sources.

Even considering the expansion of renewable energy, we anticipate some residual emissions by 2050, albeit small in market-based emissions terms. We expect to neutralize these emissions through carbon removals based on applicable SBTi net zero standards, as shown below.

Estimated Reduction %	2019 to 2025	2019 to 2030	2019 to 2040	2019 to 2050
Location-Based Reduction	77%	89%	97%	98%
Market-Based Reduction	87%	93%	98%	99%

DXC’s climate transition plan is based on the following key assumptions and dependencies:

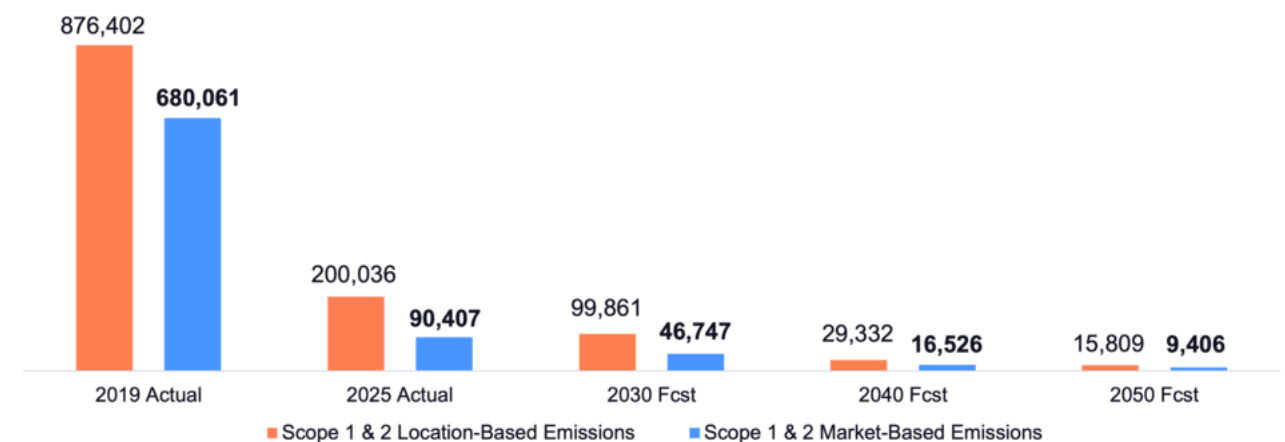
Assumptions:

- 1) There will be no substantive changes to our business model.
- 2) Our hybrid work model will continue to allow the reduction of physical office space, providing the opportunity for individuals to work flexibly between remote and office locations.
- 3) We will continue to reduce our managed data center square footage by exiting all or a portion of data centers located around the world.

Dependencies:

- 1) Data center workloads will transition to more efficient cloud-based or third-party data center suppliers, with increasing amounts of energy procured from renewable sources.
- 2) Renewable electricity availability as a percentage of total electricity will continue to increase globally.
- 3) In an effort to reduce Scope 3 emissions (although not included in our net zero target), our largest suppliers are adopting science-based targets aligned with a 1.5° Celsius trajectory. In FY25, 100% of DXC’s largest strategic suppliers, representing 45% of DXC’s Scope 3 categories 1, 2 and 4 emissions, have adopted science-based targets.

DXC’s Roadmap to Net Zero
Estimated Emissions Reductions to 2050 (tCO2e)



Use of Offsets

DXC is dedicated to minimizing our carbon footprint through proactive measures rather than relying on carbon offsets. Through our FY25, we have reduced emissions from direct operations (Scope 1 and 2) by 77% from our FY19 baseline, reflecting our commitment to sustainable practices and our goal of reducing emissions directly through operational improvements.

We anticipate significant reduction of both location-based and market-based emissions by 2050. Our 2050 net zero target is based on absolute market-based emissions, in which we take advantage of increasing availability of renewable electricity and fuels globally. Yet even with these significant reductions, we expect to have residual emissions that cannot be neutralized. In the future, we may procure carbon offsets in alignment with current market best-practice guidelines available at the time to achieve Scope 1 and 2 net zero emissions. We did not procure carbon offsets in FY25.

Metrics and Targets

DXC has reported GHG emissions and electricity consumption since the company’s inception in 2017. These metrics continue to provide insight into the success of our energy efficiency programs and the impact we have on the environment.

Energy

DXC’s energy consumption is primarily related to procured electricity for offices and data centers. Other energy consumption includes natural gas, diesel, other fuels, and alternative heating and cooling, also consumed by offices and data centers. A lesser source of energy consumption comes from DXC’s fleet of approximately 2,500 vehicles, consisting of both electric and combustion vehicles.

Energy Consumption	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Total Energy (MWh)	2,098,759	1,753,317	1,466,069	1,284,297	1,112,816	853,738	653,048
Total Procured Electricity	1,798,081	1,607,825	1,361,567	1,202,969	1,042,772	787,391	590,679
Self-Generated Electricity	1,587	680	1,259	1,062	971	647	416
Total Energy (GJ)	7,555,534	6,311,941	5,277,848	4,623,469	4,006,137	3,073,458	2,350,973
Total Procured Electricity	6,473,092	5,788,170	4,901,641	4,330,688	3,753,979	2,834,608	2,126,444
Self-Generated Electricity	5,713	2,448	4,532	3,823	3,496	2,329	1,498

Energy Consumption	FY19	FY20	FY21	FY22	FY23	FY24	FY25
% Energy from Grid Electricity	86 %	92 %	93 %	94 %	94 %	92 %	90 %
% Renewable Energy	25 %	18 %	31 %	33 %	38 %	53 %	56 %

Energy Intensity	FY19	FY20	FY21	FY22	FY23	FY24	FY25
MWh / \$M Revenue	95.67	89.56	82.69	78.96	77.12	62.45	50.71
MWh / FTE	13.24	12.71	11.19	9.37	8.38	6.71	5.41

FY25 Energy Consumption	MWh from Renewable Sources	MWh from Non-renewable Sources	Total
Consumption of Fuel (excluding feedstock)		57,323	57,323
Consumption of Purchased or Acquired Electricity	366,836	223,843	590,679
Consumption of Purchased or Acquired Steam	0	4,195	4,195
Consumption of Purchased or Acquired Cooling	0	436	436
Consumption of Self-generated Non-fuel Renewable Energy	416		416
Total Energy Consumption	367,252	285,796	653,048

FY25 Renewable Energy by Type	Total
Wind	247,831
Sustainable Biomass	86,766
Nuclear	22,541
Low-Carbon Energy Mix	5,611
Hydropower	4,088
Solar	416
Total Renewable Energy	367,252

In FY25 DXC’s renewable energy, excluding self-generated solar, was third-party verified.

Greenhouse Gas Emissions

DXC calculates and reports GHG emissions annually in accordance with the GHG Protocol. DXC seeks to produce the most complete and accurate annual GHG emissions inventory possible, providing for limitations of source data and reasonable allocation of support resources.

DXC’s GHG emissions inventory is produced to accomplish the following objectives:

- Assuring GHG emissions disclosure in alignment with disclosure standards
- Tracking annual performance to inform target setting and progress
- Reporting emissions allocations to clients as requested
- In the future, complying with jurisdictional and regulatory climate legislation and regulations

DXC’s GHG emissions inventory consists of Scopes 1 and 2 and relevant categories of Scope 3.

Scope 1 and 2 emissions include office and data center energy consumption, refrigerants and fire suppressants, and fleet vehicles used in association with DXC’s business operations. DXC reports both location-based and market-based electricity emissions. Scope 3 emissions reflect emissions related to DXC’s value chain and include the following emissions categories:

- Category 1 – Purchased Goods and Services
- Category 2 – Capital Goods
- Category 3 – Fuel- and Energy-Related Activities
- Category 4 – Upstream Transportation and Distribution
- Category 5 – Waste Generated in Operations
- Category 6 – Business Travel
- Category 7 – Employee Commuting and Work from Home
- Category 8 – Upstream Leased Assets
- Category 13 – Downstream Leased Assets

Scope 1, 2 and 3 historical emissions are presented on the following page.

Climate-Related Targets

DXC’s most material environmental impacts and risks emanate from our global procurement of electricity consumed in offices and facilities and the associated GHG emissions. In FY25, 91% of energy consumed related to procured electricity. Accordingly, our targets are set in support of reducing the use and impacts of procured electricity.

Our targets align with the climate-related risks and opportunities we have identified. As DXC’s energy use and carbon emissions are dictated by our facilities footprint, we have set emissions reduction targets based on our expectations to continue to reduce physical footprint over the next 5 years.

DXC’s near-term target commitments address global operations, including wholly owned and majority owned subsidiaries.

Target Description	FY30 Target	FY25 Progress	FY19 Abs Baseline (tCO2e/MWh)	FY25 Progress (tCO2e/MWh)
Reduction of absolute Scope 1 and 2 location-based emissions from FY19 baseline	(65)%	(77)%	806,180	200,036
Reduction of energy consumption from FY19 baseline	(50)%	(69)%	2,098,759	653,048

Net Zero Targets

DXC has set a target to achieve net zero emissions for Scopes 1, 2 and 3 by 2050 in the United Kingdom. DXC has also set a target to achieve net zero emissions for Scopes 1 and 2 by 2050 for global operations.

Verification

All reported Scope 1, 2 and 3 emissions are externally assured in accordance with ISO 14064-3:2019. Limited assurance has been provided by SGS for FY25, FY24 and FY23 in accordance with ISO 14064-3:2019, and FY22 in accordance with ISO 14064-3:2006. In FY21, limited assurance was provided by Carbon Intelligence Energy Services Ltd in accordance with ISO 14064-3:2019. In FY19 and FY20, limited assurance was provided by Lloyd’s Register in accordance with ISO 14064-3:2006.

Various jurisdictional requirements for reasonable assurance are expected to be introduced in future years. DXC intends to comply with these requirements as they become applicable.

Climate Reporting Framework

DXC’s climate reporting is prepared in accordance with the TCFD framework. All TCFD recommendations are addressed as detailed in our TCFD Index in the appendix of this report.

Our TCFD aligned climate reporting meets the requirements of the California Climate Corporate Data Accountability Act (SB 253) and the Climate-Related Financial Risk Act (SB 261) and serves as DXC’s submission for the 2026 reporting cycle.

Historical GHG Emissions	Nature of Reporting	FY19	FY20	FY21	FY22	FY23	FY24	FY25	Comments
Scope 1 emissions (tCO2e)	Relevant, Calculated	70,222	41,423	33,707	27,241	20,999	18,018	17,273	
Scope 2 emissions (tCO2e) - Loc-based	Relevant, Calculated	806,180	668,750	481,740	414,749	350,093	260,582	182,763	
Scope 2 emissions (tCO2e) - Mkt-based	Relevant Calculated	609,839	490,530	347,174	329,488	249,106	125,889	73,134	
Scope 3 emissions (tCO2e)		2,243,200	1,918,465	1,630,056	1,748,448	1,082,069	972,464	919,077	
Purchased goods and services	Relevant, Calculated	1,128,211	1,114,832	962,440	904,008	487,920	594,010	557,569	
Capital goods	Relevant, Calculated	668,633	456,766	381,942	510,952	294,035	211,165	173,917	
Fuel- and energy-related activities	Relevant, Calculated	183,634	111,027	115,131	147,330	122,813	86,106	60,452	
Upstream transportation and distribution	Relevant, Calculated	0	0	0	0	0	12,758	63,009	¹
Waste generated in operations	Relevant, Calculated	5,578	4,748	4,001	2,482	1,614	3,976	1,766	
Business travel	Relevant, Calculated	106,331	70,116	2,349	5,127	16,095	22,884	23,665	
Employee commuting	Relevant, Calculated	150,162	160,639	163,977	178,330	159,433	39,674	38,433	
Upstream leased assets	Relevant, Calculated	651	337	216	219	160	263	238	
Downstream transportation and distribution	Not Relevant	0	0	0	0	0	0	0	DXC does not sell products for distribution
Processing of sold products	Not Relevant	0	0	0	0	0	0	0	DXC does not sell physical products
Use of sold products	Not Relevant	0	0	0	0	0	0	0	Processing emissions are reported in S1 and S2
End-of-life treatment of sold products	Not Relevant	0	0	0	0	0	0	0	DXC does not sell physical products
Downstream leased assets	Not Relevant FY19-FY23	0	0	0	0	0	1,628	28	DXC had no downstream leased assets prior to FY24
Franchises	Not Relevant	0	0	0	0	0	0	0	DXC does not operate a franchise model
Investments	Not Relevant	0	0	0	0	0	0	0	DXC does not hold investments for profit
Other (upstream)	Not Evaluated	0	0	0	0	0	0	0	No other Scope 3 emission sources are known
Other (downstream)	Not Evaluated	0	0	0	0	0	0	0	No other Scope 3 emission sources are known
Total emissions (Location based)		3,119,602	2,628,638	2,145,503	2,190,438	1,453,161	1,251,064	1,119,113	

¹ Following FY24 assurance, an error was found in the calculation of Upstream Transportation and Distribution. The change in emissions is immaterial in terms of DXC's full GHG inventory and has been corrected in this disclosure.

Emissions Intensity	FY19	FY20	FY21	FY22	FY23	FY24	FY25
S1 & S2 Loc-based tCO2e / \$M Revenue	42.23	36.28	29.07	27.17	25.72	20.38	15.54
S1 & S2 Loc-based tCO2e / FTE	5.84	5.15	3.93	3.22	2.79	2.19	1.66

Water

DXC’s water is related to kitchen and bathroom use in office facilities and cooling for some of our data centers. Many of the facilities DXC occupies are leased facilities, where access to water meters is not under our control. Water is withdrawn from mains water systems, with wastewater returning to the sewerage network. 100% of water withdrawal is sourced from third parties. Where DXC has direct responsibility for site water management, withdrawal is regularly analyzed and managed. We aim to minimize our withdrawal of water and implement actions to improve efficiency, to include equipment upgrades, timely maintenance, and employee education on water conservation. DXC does not consume water for operational needs.

Total water withdrawal for DXC is determined from invoice-level consumption data, where available. Where actuals are not available, water withdrawal is estimated based on actual water withdrawal per square foot for like property types.

With significant reductions in office and data center footprint in recent years, DXC has seen a 63% decrease in owned and leased facility square footage since FY19. This reduction has had a positive impact on all of our environmental metrics. With the elimination of many water-cooled data centers, water withdrawal has decreased 89% since FY19 and is no longer considered a material topic for DXC, but is provided in this report for completeness against the GRI and SASB disclosure frameworks.

When calculating high and extremely high baseline water stress areas, DXC uses World Resources Institute (WRI) Aqueduct data. In August 2023, WRI updated its aqueduct data, resulting in a high number of areas being classified as high or very high water stress. DXC’s data prior to this change has been restated to reflect the new classifications.

Water Data (m3)	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Total Water Withdrawn	2,715,212	2,420,724	1,737,155	1,462,904	962,822	407,840	287,274
Withdrawn from High or Extremely High Baseline Water Stress Area	902,885	760,511	437,695	323,717	202,880	137,369	109,821
% Withdrawn from High or Extremely High Baseline Water Stress Areas	33 %	31 %	25 %	22 %	21 %	34 %	38 %
Water Discharged	2,715,212	2,420,724	1,737,155	1,462,904	962,822	407,840	287,274
Discharged to High or Extremely High Baseline Water Stress Areas	902,885	760,511	437,695	323,717	220,880	137,369	109,821
% Discharged to High or Extremely High Baseline Water Stress Areas	33 %	31 %	25 %	22 %	21 %	34 %	38 %

Air Pollution

Emissions of Ozone-Depleting Substances

DXC uses refrigerants (also called F-gases) in data centers and offices. The company reports carbon emissions related to refrigerant consumption as part of our Scope 1 emissions reporting. DXC did not consume ozone-depleting refrigerants in FY25.

Nitrogen Oxides, Sulfur Oxides and Other Pollutants

Emissions related to DXC’s fleet vehicles produce certain air pollutants, as shown in the following table. We use the Road Transport Emissions Factors: 2021 UK National Atmospheric Emissions Inventory to calculate air emissions from diesel- and gasoline-powered fleet vehicles, based on distance traveled.

Type of Pollutant (kg)	FY25
Nitrogen Oxides (NOx)	3,588
Sulfur Oxides (SOx)	0
Persistent Organic Pollutants (POPs)	0
Volatile Organic Compounds (VOCs)	1,118
Hazardous Air Pollutants (HAPs)	0
Particulate Matter (PM)	85
Other	7,870

Waste

DXC’s largest waste stream originates from the offices and data centers we operate and consists of general office waste, kitchen waste and the disposal of end-of-life IT equipment/assets (e.g., computers and servers).

Office Waste: Where available, DXC uses recycling services from municipal waste management companies. In FY25, approximately 9% of office-related waste was collected for recycling.

IT Asset Disposal: DXC partners with IT asset refurbishment and recycling partners to extend the life of IT equipment and resell or recycle what cannot be extended. In FY25, approximately 71% of IT equipment was refurbished for extended use and 29% was recycled. Less than 1% of refurbished and recycled IT equipment is sent to landfill.

Waste Data (tonnes)	FY25
Waste Directed to Disposal	3,031
Waste Diverted from Disposal	288
Total Waste Generated	3,319

Appendices



GRI Index

This index is prepared in accordance with the Global Reporting Initiative (GRI) Standards for DXC's fiscal year 2025 (April 1, 2024 through March 31, 2025).

GRI Standard	GRI Disclosure	Disclosure Location
GRI 2: General Disclosures		
The organization and its reporting practices		
2-1	Organizational details	DXC 10-K, pages 2-3 Organizational Details, page 4
2-2	Entities included in the organization's sustainability reporting	Entities Included in the Organization's Sustainability Reporting, page 4
2-3	Reporting period, frequency and contact point	Reporting Period, Frequency and Contact Point, page 4 ESG Contact Point, back page
2-5	External Assurance	In FY25, Scope 1, 2, and 3 emissions were externally assured in accordance with ISO 14064-3:2019 . Limited assurance was provided by SGS United Kingdom Ltd.
Activities and workers		
2-6	Activities, value chain and other business relationships	Activities, Value Chain and other Business Relationships, page 5 Partner Ecosystem, page 6
2-7	Employees	Workforce Metrics, page 38
2-8	Workers who are not employees	Workforce Metrics, page 38
Governance		
2-9	Governance structure and composition	Proxy Statement 2025, pages 21-23
2-10	Nomination and selection of the highest governance body	Proxy Statement 2025, pages 4-5
2-11	Chair of the highest governance body	Proxy Statement 2025, pages 21-23
2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Statement 2025, pages 21-23
2-12a		Political Contributions and Lobbying, page 14
2-13	Delegation of responsibility for managing impacts	Proxy Statement 2025, page 24
2-14	Role of the highest governance body in sustainability reporting	Proxy Statement 2025, page 32 Board Responsibilities, pages 13-14
2-15	Conflict of interest	Proxy Statement 2025, page 27 DXC Code of Conduct, page 27
2-16	Communication of critical concerns	DXC Code of Conduct, page 10 Grievance Mechanisms, page 15
2-17	Collective knowledge of the highest governance body	Proxy Statement 2025, page 6
2-18	Evaluation of the performance of the highest governance body	Proxy Statement 2025, pages 27-28
2-19	Remuneration policies	Proxy Statement 2025, pages 74-88
2-20	Process to determine remuneration	Proxy Statement 2025, pages 74-88
2-21	Annual total compensation ratio	Proxy Statement 2025, page 87

Strategy, policies and practices		
2-22	Statement on sustainable development strategy	DXC's Climate Strategy, page 51 Proxy Statement 2025, pages 31-32
2-23	Policy commitments	DXC Code of Conduct, page 8 Responsible Supply Chain Principles, page 5
2-24	Embedding policy commitments	DXC Code of Conduct, page 8 Human Rights Statement, page 3 Modern Slavery Statement, page 2 Responsible Supply Chain Principles, page 5 Paris Agreement, page 1
2-25	Process to remediate negative impacts	DXC Code of Conduct, page 9 Grievance Mechanisms, page 15 DXC SpeakUp - Webpage
2-26	Mechanisms for seeking advice and raising impacts	DXC SpeakUp - Webpage
2-27	Compliance with laws and regulations	Compliance with Laws and Regulations, page 16
2-28	Membership associations	Memberships and Associations, page 11
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement, page 7
2-30	Collective bargaining agreements	Labor Relations, page 42
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	DXC 10-K, pages 43, 65-66, 94, 98, 100, 109-110
201-2	Financial implications and other risks and opportunities caused by climate change	DXC FY25 CDP Report, pages 15-30, 28, 30-40, 76-85
201-3	Defined benefit plan obligations and other retirement plans	Compensation and Benefits, pages 36-37
201-4	Financial assistance received from the government	DXC Annual Report, page 98
GRI 204: Procurement Practices		
	Management approach disclosures for procurement practices	Procurement Practices, pages 18-19
204-1	Proportion of spending on local suppliers	Supplier Engagement and Selection, page 18
GRI 205: Anti-Corruption		
	Management approach disclosures for Anti-corruption	Management Approach, pages 15-16
205-1	Operations assessed for risks related to corruption	Operations Assessed for Risks Related to Corruption, page 15
205-2	Communication and training about anti-corruption policies and Procedures	Communication and Training about Anti-Corruption Policies and Procedures, page 16
205-3	Confirmed incidents of corruption and actions taken	This information is DXC confidential.
GRI 206: Anticompetitive Behavior		
206-1	Legal actions for anticompetitive behavior, antitrust, and monopoly practices	Legal Actions for Anticompetitive Behavior, Antitrust, and Monopoly Practices, page 16
GRI 207: Tax 2019		
207-1	Approach to tax	Tax Approach, page 14

207-2	Tax governance, control, and risk management	DXC 10-K, pages 44-45 Tax Approach, page 14
207-3	Stakeholder engagement and management concerns related to tax	DXC 10-K, pages 44-45
Environmental Disclosures		
GRI 3: Disclosures on Material Topics		
3-1	Process to Determine Material Topics	Double Materiality Process, page 8
3-2	List of Material Topics	Double Materiality Assessment Results, page 9
3-3	Management of Material Topics	DXC's Management of Material Topics, page 9
GRI 300: Environmental Topics		
GRI 301: Materials		
Management Approach Disclosures for Materials - ITAD		Management Approach, page 60
301-1	Materials Used by Weight or Volume	Not applicable to DXC
301-2	Recycled Input Materials Used	IT Asset Disposal, page 60
301-3	Reclaimed Products and Their Packaging	Not applicable to DXC
GRI 302: Energy		
Management Approach Disclosures for Energy		Management Approach, page 57
302-1	Energy Consumption Within the Organization	Energy Consumption within the Organization, page 57
302-2	Energy Consumption Outside the Organization	Energy Consumption outside the Organization, page 57
302-3	Energy Intensity	Energy Intensity, page 57
302-4	Reduction of Energy Consumption	Reduction of Energy Consumption, page 57
302-5	Reductions in Energy Requirements of Products or Services	Reductions in Energy Requirements of Products or Services, page 57
GRI 303: Water and Effluents		
Management Approach Disclosures for Water and Effluents		Management Approach, page 60
303-1	Interactions with Water as a Shared Resource	Interaction with Water, page 60
303-2	Management of Water Discharge-Related Impacts	Management of Water, page 60
303-3	Water Withdrawal	Water Withdrawal, page 60
303-4	Water Discharge	Water Discharge, page 60
303-5	Water Consumption	Water Consumption, page 60
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG Emissions	Direct (Scope 1) GHG Emissions, page 59
305-2	Energy Indirect (Scope 2) GHG Emissions	Energy Indirect (Scope 2) GHG Emissions, page 59
305-3	Other Indirect (Scope 3) GHG Emissions	Other Indirect (Scope 3) GHG Emissions, page 59
305-4	GHG Emissions Intensity	GHG Emissions Intensity, page 59
305-5	Reduction of GHG Emissions	Greenhouse Gas Emissions Reduction, page 59
305-6	Emissions of Ozone-Depleting Substances (ODS)	Emissions of Ozone-Depleting Substances, page 60

305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Air Pollution, page 60
GRI 306: Waste		
Management Approach Disclosure for Waste		Management Approach to Waste, page 60
306-1	Waste Generation and Significant Waste-Related Impacts	Waste Generation, page 60
306-2	Management of Significant Waste-Related Impacts	Waste Impact, page 60
306-3	Waste Generated	Waste Generated, page 60
306-4	Waste Diverted from Disposal	Waste Diverted from Disposal, page 60
306-5	Waste Directed to Disposal	Waste Directed to Disposal, page 60
GRI 308: Supplier Environmental Assessment		
Management Approach Disclosures for Supplier Environmental Assessment		Management Approach Disclosures for Supplier Environmental Assessment, page 18
308-1	New Suppliers That Were Screened Using Environmental Criteria	New Supplier Screening, page 18
GRI 400: GRI Social Topics		
GRI 401: Employment		
401-2	Benefits Provided to Full-Time Employees not Provided to Temporary/Part-Time Employees	Benefits, pages 36-37
401-3	Parental Leave	Parental Leave, page 37
GRI 402: Labor Management Relations		
Management Approach Disclosures for Labor Management Relations		Management Approach Labor Relations, page 42
GRI 403: Occupational Health and Safety		
Management Approach Disclosures for Occupational Health and Safety		Management Approach Health and Safety, page 39
403-1	Occupational Health and Safety Management System	Health and Safety Management System, page 39
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Hazard Identification, Risk Assessment, and Incident Investigation, page 40
403-3	Occupational Health Services	Occupational Health Services, page 39
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Worker Participation on Health and Safety, page 40
403-5	Worker Training on Occupational Health and Safety	Worker Training on Health and Safety, page 40
403-6	Promotion of Worker Health	Promotion of Workers Health, page 39
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403-9	Work-Related Injuries	Work-Related Injuries, page 40
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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	Water Withdrawal and Discharge, page 60
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Sustainability of our Direct Operations, page 53
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TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Data Privacy: Advertising Practices, page 1
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TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Data Privacy Incidents, page 29
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TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Not applicable to DXC
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TC-SI-230a.1	(1) Number of data breaches, (2) percentage that are personal breaches, (3) number of users affected	Data Breaches, page 29
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Cybersecurity, page 20-26 Data Privacy, page 28
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees that require a work visa	This information is DXC confidential.
TC-SI-330a.2	Employee engagement as a percentage	Employee Engagement, page 33
TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Workforce Metrics, page 38
Intellectual Property Protection & Competitive Behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Anti-Competition, page 16
Managing Systemic Risks from Technology Disruptions		
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Cybersecurity Incidents, page 25
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Business Continuity, page 25

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TCFD Recommended Disclosures

	Disclosure Location
GOVERNANCE: Disclose the organization’s governance around climate-related risks and opportunities.	
a. Describe the board’s oversight of climate-related risks and opportunities.	Board’s Oversight of Climate-Related Risks and Opportunities, page 50
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	Management’s Role in Assessing and Managing Climate-Related Risks and Opportunities, page 50
STRATEGY: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s business, strategy, and financial planning where such information is material.	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate-Related Risks and Opportunities, pages 51-52
b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Impact of Climate-Related Risks and Opportunities on Business Strategy, page 53
c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Resilience of Our Strategy, page 54
RISK MANAGEMENT: Disclose how the organization identifies, assesses, and manages climate-related risks.	
a. Describe the organization’s processes for identifying and assessing climate-related risks.	Process for Identifying Climate-Related Risks and Opportunities, page 55
b. Describe the organization’s processes for managing climate-related risks.	Process for Managing Climate-Related Risks, page 55
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Integration of Climate-Related Risks into Overall Risk Management, page 55
METRICS AND TARGETS: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Energy Metrics, page 57 Annual Greenhouse Gas Emissions, page 59 Climate-Related Targets, page 58
b. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Annual Greenhouse Gas Emissions, page 59
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate-Related Targets, page 58

Reference Materials

Documents

[CDP Report](#)
[GHG Verification of Emissions](#)
[ESG Strategy](#)
[ESG At-a-Glance](#)
[Environmental Policy](#)
[Health and Safety Policy](#)
[Code of Conduct](#)
[Commitment to the Paris Agreement](#)
[Human Rights Statement](#)
[Modern Slavery Statement](#)
[Responsible Supply Chain Principles](#)
[Form 10-K](#)
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Links

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DXC Technology (NYSE: DXC) is a leading enterprise technology and innovation partner delivering software, services, and solutions to global enterprises and public sector organizations — helping them harness AI to drive outcomes at a time of exponential change with speed. With deep expertise in Managed Infrastructure Services, Application Modernization, and Industry-Specific Software Solutions, DXC modernizes, secures, and operates some of the world's most complex technology estates. Learn more on dxc.com.