



**DXC Environment,  
Social and  
Governance Strategy**

## DXC environment, social and governance strategy

With a focus on our customers, colleagues, and communities, DXC is committed to building sustainable and responsible business practices that create value for all our stakeholders and contribute to a better world. Our focus on ESG aligns with our Essential Evolution; we provide the services that the largest companies in the world cannot live without, and we guide our customers to their technology future because they place their trust in us.



### Environmental

Advancing the sustainability of our operations and IT services while helping our customers become more sustainable



### Social

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



### Governance

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

## ESG strategy and targets

As a responsible corporate citizen with a commitment to environmental sustainability, we set ambitious carbon-reduction goals, and are working toward circular-economy processes and climate impact mitigation. Our sustainability approach is targeted to (1) advance the sustainability of our operations; (2) advance the sustainability of our IT services; and (3) use our technologies and capabilities to help our customers become more sustainable.

We strive to minimize our impact on the environment and improve resource efficiency in the areas of energy consumption, data center management, and travel and transportation. Our conservation efforts are supported in part by our shift to a virtual-first operating model, which enables our workforce to be largely remote and helps us reduce our greenhouse gas emissions and our overall energy consumption. While the virtual-first model mainly helps reduce the size of our office footprint, we are also pursuing efficiency programs for data centers and data center rationalization programs to reduce energy consumption.

DXC also partners with customers to help them achieve their own climate-related goals. In response to shifting customer demand, we offer a number of products and services that can have a significant impact on our customers' 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 provide the data insights and IT evolution to directly reduce carbon emissions for our customers.<sup>1</sup>

<sup>1</sup> The information in this section is based in part on data provided to us by our customers. We do not, and do not intend to, independently verify such information or claims.

## Environmental

DXC has committed to achieve net-zero greenhouse gas emissions for our direct operations by 2050 expanding on our SBTi validated near-term targets to reduce Scope 1 and 2 emissions by 65% by FY30 against our FY19 baseline.

Achievements include:

- 77% reduction in Scope 1 & 2 greenhouse gas emissions in FY25 from a FY19 baseline, exceeding our FY22 target
- 69% reduction in energy consumption in FY25 from a FY19 baseline
- 62% of electricity procured from renewable sources
- Recycled 99% of the e-waste processed through our recycling and refurbishment partners

## Social

We are committed to building a diverse, inclusive, values-based, and people-first culture to enable our Essential Evolution. Diversity is at the core of our ability to serve our customers and stockholders, and it strengthens our reputation as an employer of choice in the technology services industry and beyond.

Achievements include:

- Established 20 Employee Resource Groups to cultivate diversity
- Partnering with cultural groups to increase diverse hiring
- Expanded career development programs for our employees
- Improving equity of employee benefits offerings
- Employees completed 3,22M training hours in FY25 via DXC Learning platform

## Governance

DXC's governance program is being 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, inclusive of Information Security Risk and Ethics & Compliance to maintain the highest standards of corporate governance.

Achievements include:

- Experienced and engaged Board of Directors and key committees
- 50% of director nominees from underrepresented social groups and 30% of director nominees are female
- Robust ethics program with proactive audit and risk assessments
- Continual investment in information security and data privacy to aggressively maintain best-in-class assurances

## ESG oversight

The governance of DXC's ESG program is a multitiered process involving the Board of Directors, members of our executive staff, and internal leadership.

- Our Board of Directors provides oversight of our ESG program, enabling us to have the governance, long-term strategy, and processes to manage ESG outcomes and meet the needs of our stakeholders.
- The Nominating and Corporate Governance Committee of our Board of Directors has specific oversight of ESG.
- Our ESG leadership team updates the committee on ESG status quarterly and provides an update to the full board annually.

## Reporting frameworks



Global Reporting Initiative (GRI) reporting since 2017



CDP respondent since 2018; rating of A- in 2024



UN Global Compact signatory since 2017



Reporting through Sustainability Accounting Standards Board (SASB) since 2021



Reporting against the Task Force on Climate-related Financial Disclosures (TCFD) standards since 2021

## Accolades

- DXC Technology was ranked on Newsweek's America's Most Responsible Companies 2026
- DXC Technology was recognized by Newsweek as one of America's Greatest Workplaces for 2025
- DXC Technology included on the 2025 USA Today and Statista America's Climate Leaders award list
- CRN Sustainability in Tech Awards 2025 - Circular Company of the Year Award (Finalist)
- DXC Technology achieved a top score of 100 in the 2024 Disability Equality Index, US — Best Place to Work for Disability Inclusion
- DXC Technology has been named the 2024 Autism Inclusion Company of the Year by Disability:IN and SAP
- DXC Technology was named Best in Class in 2024 Leaders in Sustainability-related IT Consulting & Services in Europe - PAC RADAR IT Supplier Assessment
- DXC Technology was awarded a silver medal by EcoVadis in 2024 for our outstanding sustainability performance
- In 2023, DXC Technology received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment
- Awarded Prime status by ISS ESG to recognize DXC Technology for fulfilling ambitious absolute performance requirements

We maintain a page on our corporate website at [www.dxc.com/esg](http://www.dxc.com/esg) where information regarding our Environmental, Social and Governance (ESG) program, including our corporate responsibility reports and our accomplishments on ESG related matters, among others, may be found. We seek to be responsive to key areas of stakeholder interest through our ESG disclosures, including our Corporate Responsibility Reports.

Learn more at  
[dxc.com/esg](http://dxc.com/esg)

Get the insights that matter.

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### About DXC Technology

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](http://DXC.com).