



2023
Year in Review
Social Impact Practice

We envision improving societal outcomes and increasing diversity and inclusion through technology and innovation — making a sustainable impact for our customers, colleagues, partners and the wider community.



Seelan Nayagam
President
Asia Pacific, Middle East
and Africa
DXC Technology

A message from Seelan Nayagam

At DXC Technology, we recognise our role as stewards of the communities and environments in which we operate. We believe that we have a responsibility to address social challenges using our business expertise and reach.

In 2018, driven by our commitment to engage with customers, colleagues, and partners DXC established the Social Impact Practice in Australia to better understand regional social issues and collaboratively design solutions to address them.

In recent years, our teams have expanded their work into Asia Pacific and Europe, benefiting even more communities through their dedication and passion.

I take immense pride in the progress the Social Impact Practice has made over the years. By working closely with colleagues, customers, and partners who share our commitment to stewardship and sustainability, we aim to further enhance inclusivity, improve socio-economic outcomes, and contribute to a more sustainable future.

Programs — what we do

DXC Technology operates five programs as part of its Social Impact Practice:



DXC Dandelion Program

Connecting neurodivergent people with meaningful employment, and helping workplaces fill IT skills gaps



DXC Digital Futures Program

Increasing access to technology for communities in need and reducing e-waste for a sustainable future



DXC First Nations Program

Enabling equitable outcomes for First Nations people through co-designed education, business, employment and community initiatives



DXC Māori and Pacific Peoples Program

Embracing Māori and Pacific culture through business and employment opportunities and community initiatives



DXC Veterans Program

Enabling and supporting veterans to thrive while offering IT experts to workplaces to fill skill gaps

2023 summary

In 2023, the Social Impact Practice grew significantly in both scale and impact.



Michael Fieldhouse
Social Impact Practice
Executive
DXC Technology

The **DXC Dandelion Program** continued to support neurodivergent people worldwide, with new teams being recruited, trained and placed across Poland and Bulgaria, as well as additional teams in Asia Pacific and the United Kingdom. The program was also recognised with an additional **seven awards** globally in 2023.

The **DXC Digital Futures Program** expanded its reach across more of Asia Pacific, with over **1,000 laptops** and the associated technology training being delivered to over **35 schools in five countries**.

The **DXC First Nations Program**, **DXC Māori and Pacific Peoples Program**, and the **DXC Veterans Program** each had a strong focus on education and career pathways in 2023, teaming up with industry associations, partner organisations and tertiary education providers to create over **20 technology internships** and enable program recipients to obtain **150+ technology certifications**.

The positive social impact of these initiatives is a testament to the hard work and passion of DXC teams, partners and customers.

Acknowledgement of First Peoples

DXC Technology acknowledges First Peoples throughout the world, and their continuing connection to lands, waters and communities.

We pay our respects to them and their cultures, and to their Elders, past, present and emerging.

The artwork in both this report and in DXC's first Reconciliation Action Plan (November 2020) was created for DXC by Casey Coolwell, an acclaimed Aboriginal artist and graphic designer.



Social impact to date

DXC Dandelion Program

350+
neurodivergent people
gained meaningful employment

26
support teams established
across Asia Pacific and Europe

DXC Digital Futures Program

20,000+
lives impacted
and improved

1,000+
refurbished laptops
donated in five countries

DXC First Nations Program

10+
First Nations
communities engaged

\$9m+
Spent to date
on Indigenous business in Australia

DXC Māori and Pacific Peoples Program

48%
of DXC New Zealand's graduates,
cadets and interns have
Māori/Pacific heritage

40+
DXC colleagues
registered for a 12-month course
on Māori culture

DXC Veterans Program

150+
technology certifications
obtained by veterans and
military spouses

100%
of program participants
employed in the industry

DXC Dandelion Program

The DXC Dandelion Program embraces, supports and expands the skills of neurodivergent people to help them secure long-term, fulfilling IT careers.

Backed by global research and designed in collaboration with neurodivergent people, the program guides participants through a unique recruitment process, onboarding, work experience, and tailored skills training and employment plans. This is combined with a comprehensive workplace readiness program, including management and workplace awareness training, organisational change and dedicated neurodiversity consultants for onsite support.

The program benefits neurodivergent people by helping them build technical and life skills and providing meaningful career opportunities. It also benefits customers and workplaces by providing access to highly skilled team members with strong technical capabilities to meet high-demand IT needs.

In 2023, the DXC Dandelion Program continued its worldwide growth, introducing new Neurodiversity@Work programs and teams in Australia, the Philippines, Poland, Bulgaria and the United Kingdom.

Our ongoing focus is to introduce new programs and teams in other parts of the world, including Asia, Europe and the Middle East.

2023 highlights and achievements

DXC Dandelion Program in Australia

The following teams were successfully implemented in DXC delivery centres:

- **DXC Mainframe team.** A team of two was established to provide mainframe support services to customers. Both team members completed the program and transitioned to full-time employment at DXC within four months.
- **DXC CloudOps and Wintel teams.** A team of three was established to provide CloudOps and Wintel support. All three trainees completed the one-year program and were successfully integrated into teams in full-time roles.
- **DXC Claims Management team (Sydney).** A team of 10 was established to provide claims support services for a large state government customer of DXC.
- **DXC Claims Management team (Victoria).** A team of five was established to provide claims support services for a large state government customer of DXC.

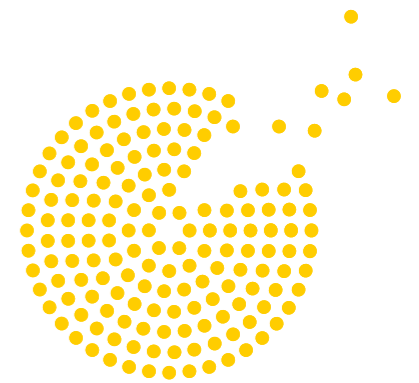
Building capability: 2023 Autism@Work Summit

DXC was proud to co-host and serve as platinum sponsor of the 2023 Autism@Work Summit. The virtual summit provided a unique platform for professionals, employers, educators and neurodivergent individuals to come together to share their experiences and explore the potential of neurodiversity in the workplace.

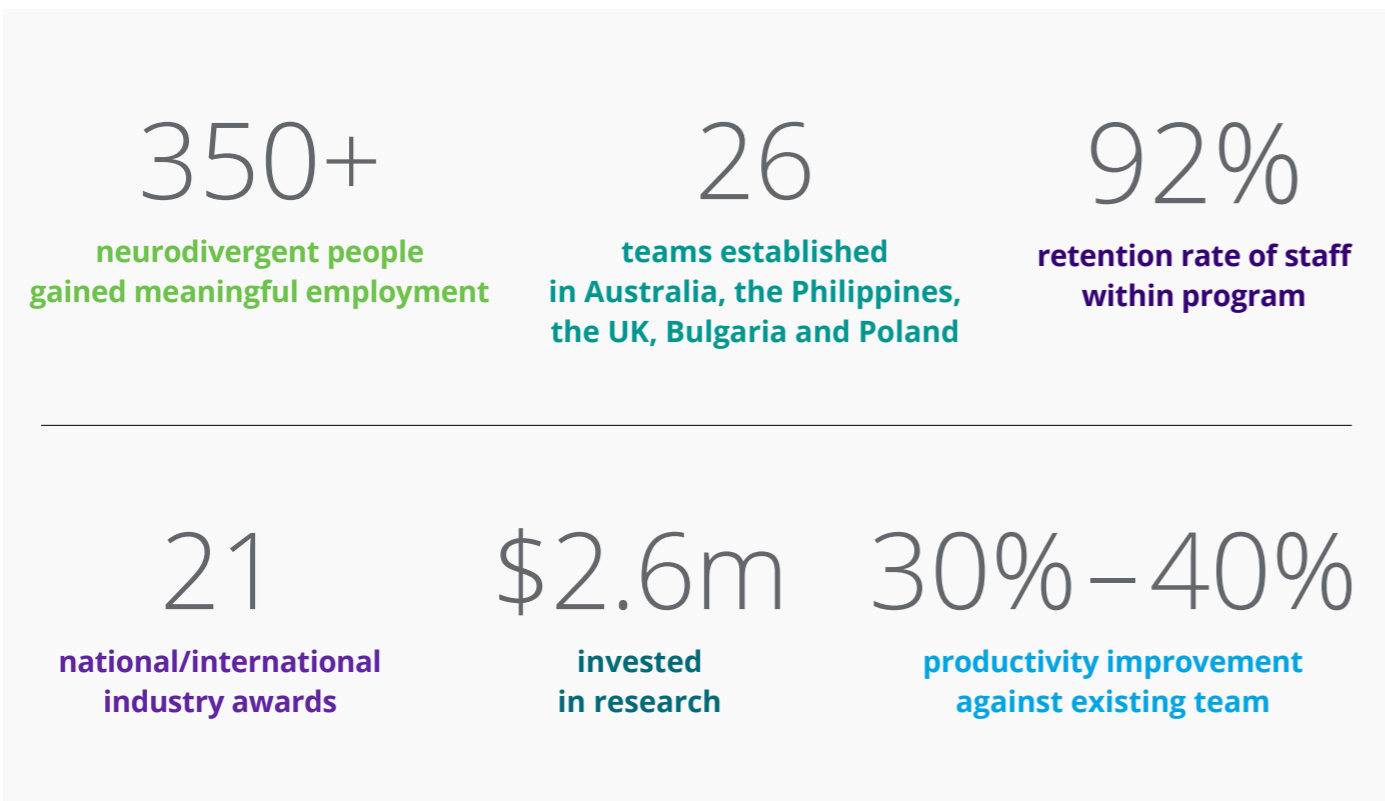
The more than 1,200 people who registered for the summit had the opportunity to hear from several keynote speakers, join workshop sessions and learn how to introduce neurodiversity programs into their workplaces and make them sustainable. Attendees also heard from neurodivergent individuals who shared their first-hand experiences in the workplace.

Customer, partner and industry engagement

- We partnered with the Australian Federal Police to establish a team of six neurodivergent individuals, implementing a tailored support model and engaging a dedicated technical lead. Achievements include the following:
 - Three trainees completed six-month data analyst technical training and were successfully integrated into three different teams and three different roles.
 - Three trainees completed six-month (nine months to full completion) software development technical training and were successfully integrated into two different teams and two different roles.
 - Significant growth in confidence and independence was seen amongst all trainees. The resilience and stress management techniques they developed will help them succeed in the workplace.
 - Autism awareness training was conducted for 70 Australian Federal Police employees.



- We partnered with the Department of Treasury to establish a team of two neurodivergent individuals, both of whom successfully completed the one-year program and were integrated into their teams full-time. Achievements include:
 - One trainee was offered an Australian Public Service (APS) 5 role in the cyber security team and completed CompTIA A+ certification.
 - The Microsoft Azure Fundamentals certification was completed by the second trainee.
 - Both trainees demonstrated notable increases in confidence and independence.
 - Autism awareness training was delivered to 80 Treasury staff.



Global expansion of the DXC Dandelion Program

“It has meant everything for me to have been fortunate enough to have been on the [DXC] Dandelion Program. My quality of life, both working and personal, have improved so much. I have potential options for progression within the industry too, which I did not have in past employments. I’m learning all the time while on the job, plus I am getting to work with, and know, other people too, which I was not doing before. I feel respected and valued.”

– James Wright, senior analyst and software engineer, DXC Technology

Philippines

The first DXC Dandelion Program team in the Philippines, known as Cohort 1, was a team of four who began in June 2023 and named themselves “the Pioneers”. Their achievements include the following:

- Three trainees were able to perform billable work ahead of schedule. Three were successfully onboarded and integrated full time into their teams. The Pioneers became a close-knit group, often getting together after hours for social activities.
- Autism awareness training was conducted for more than 100 DXC employees in the Philippines.

Cohort 2 is expected to start in June 2024.

United Kingdom

The program includes a total of 31 neurodivergent participants. Sixteen new participants came on board in 2023, joining participants who have been with the program since it was established in 2021. Participants have achieved the following results:

- Six trainees in Cohort 1 successfully completed their two-year program, while those from Cohort 2 are in the process of finalising their transition out of the program.

- Two testing trainees achieved International Software Testing Qualifications Board (ISTQB®) certification. Two trainees who were previously involved in the build phase of the project have now transitioned to the break-fix stage.

- All trainees have experienced increases in confidence and independence.
- Autism awareness training was conducted for more than 300 DXC employees in the UK.

The next cohort is expected to start in September 2024.

Bulgaria

In March and December of 2023, two teams, each with a total of eight members, commenced their participation in the DXC Dandelion Program. The positive outcomes witnessed among participants extend beyond numbers, encompassing improvements in confidence, social skills, and the ability to effectively manage situations that were previously sources of stress.

- Two trainees achieved ISTQB® certification.
- The DXC Dandelion Program in Bulgaria received four independent industry awards for its support of neurodivergent individuals.

Poland

A team of 12 was established in Poland in January 2023. In September 2023, a survey was conducted to gauge the level of satisfaction of participants. The survey yielded the following results:

- 91% of program participants believe the DXC Dandelion Program has enabled them to forge careers in IT, and that the skills they’ve acquired have helped them become more employable.
- 81% of participants would recommend the DXC Dandelion Program to others and want to continue working with DXC.

- 81% of participants feel more confident in the workplace. Participants cited feeling more assured in their current skills, gaining new experiences in IT, and personal development as key factors.
- 73% of participants said their communication skills had improved during the program, partly as a result of specialised training delivered by neurodiversity consultants.
- 60% of participants reported improvements in their ability to handle difficult tasks and scenarios at work. Reasons given include the close support of mentors and the approachability of colleagues when participants asked for help.
- Participants also highlighted that feeling understood and not having to hide their autism-related predispositions were important benefits of the program that enhanced their confidence and employability.

2023 global awards and recognition

In 2023, DXC was honoured to receive recognition from various independent organisations for its achievements in supporting neurodivergent individuals:

- 2023 Australian Information Industry Association (AIIA) National iAwards – Diversity – Finalist
- 2023 Best Place to Work for Disability Inclusion – 100% score on Disability Equality Index
- 2023 Employer of Choice Awards Bulgaria – Diversity and Inclusion
- 2023 AIBEST SEE ITS Awards Bulgaria – CSR Initiative of the Year
- 2023 Career Show Awards Bulgaria – Diversity and Inclusion Gold Medal
- 2023 Council of Women in Business Awards Bulgaria – Inspiring Initiative
- 2023 Brandon Hall Group Human Capital Management Awards – Silver Award – Best Learning Program That Supports Diversity, Equity and Inclusion

DXC Digital Futures Program

“We have distributed laptops and created computer labs in schools across the Philippines. These projects will benefit thousands of students and teachers, e.g., in Sorsogon. Special thank you to our partner DXC Technology in the Philippines for their support in bridging the digital divide and making a positive impact in the Philippines.”

– Jack Growden, founder and CEO, LiteHaus International

The DXC Digital Futures Program channels sustainability, community engagement and technology education. It achieves this through the distribution of refurbished technology into communities, along with science, technology, engineering and mathematics (STEM) education events, and a growing bundle of online technology-related courseware.

Our vision is for all people in our region to have access to technology, education and training, so they can participate in the economy and practice self-determination for the sustainability

of their cultures, environment and communities. Together with our customers and partners, we seek to address the digital divide and meet mutual sustainability goals.

Working with our collaborators, we continue to uplift digital literacy and increase capacity for underprivileged communities to participate in the digital economy, education and career pathways. At the same time, we are proud to reduce e-waste by prolonging the life of devices and by recycling component parts.

In the next 12 months we plan to increase the number of countries in which the program operates, further expand our education initiatives and increase the overall number of lives positively impacted.

2023 highlights and achievements

Career and education pathways

The donations we provide enable career and education pathways. Collaborating with our partners to implement computer basics programs, we help recipients learn how to access the internet, discover and use essential services, and communicate with family, friends, students and businesses.

To support specific learning paths, access the untapped tech talent in many communities and support the development of a larger talent pool for cyber security in our region, in 2023 we provided access to Genius Armoury, a collaboratively developed cyber security aptitude assessment and education course.

With a hands-on approach to learning in our sessions, participants experienced technology in context and in action. Each STEM program provided opportunities and insights to explore new and emerging education and career pathways, including in the fields of digital artistry, AI development, film, augmented and virtual world building, and sports analytics.

Community initiatives

We are proud to have worked with our partners to donate laptops and other devices to change the lives of people in Australia, New Zealand and across Asia Pacific. In some cases, this included technology education sessions conducted in collaboration with the DXC First Nations and Māori and Pacific Peoples programs.

Here is a summary of donations

by country. We appreciate all of our customers and partners, including WV Technologies, Willyama Services and the many others noted in this section, for donating devices, time and energy to improve the lives of people in the Asia Pacific region in 2023.

Philippines

In partnership with LiteHaus International, a nonprofit charity facilitating digital learning opportunities in Asia Pacific: DXC donated 300 reconditioned laptops to 18 schools in the Kidapawan district of Mindanao, benefiting approximately 10,000 students, and an additional 150 laptops to schools in the Sorsogon region.

New Zealand

The following donations represent a collaboration between the DXC Digital Futures Program and the DXC Māori and Pacific Peoples Program:

- DXC collaborated with the ACT Brumbies, an Australian professional rugby union team, to donate 20 laptops to Rea Coach, an Aotearoa-based organisation, to support work-readiness and pathways programs. Rea Coach's Māori and Pacific participants used these devices for their study activities. In 2023 several Rea participants began working as trainees with DXC.
- DXC provided 20 devices to TupuToa, a nonprofit organisation whose programs aim to address the persistent inequalities facing Māori and Pacific communities and disrupt intergenerational disadvantage.

Australia

Working with program partners, DXC donated devices and provided STEM engagement programs to a range of organisations and schools across Australia, including in: Darwin (working together with Northern Territory [NT] Cricket, DeadlyScience, LiteHaus International, the Shell V-Power Racing Team and their partners Viva Energy, Penske Australia and Repco); Alice Springs (partnering with NT Cricket and the Clontarf Foundation); Queensland (with Towcha NT Technology and Envirotech); remote areas of the Northern Territory (with Origin Energy); Sydney and the Tiwi Islands (with Adobe and the Indigenous Literacy Foundation); and New South Wales (to the Rural Fire Service).

In addition to these donations, DXC conducted and supported tech engagement programs with Western Sydney Airport, NT Cricket, the Shell V-Power Racing Team, Adobe, the ACT Brumbies and the Indigenous Literacy Foundation, Reality Dreaming, DP Immersive and others.

Vietnam

In July 2023, DXC employees in Vietnam donated 84 refurbished desktops to local communities, including two primary schools in Dong Thap, the Department of Education and Training in An Giang, the HCMC Association for the support of people with disabilities and orphans, and Phuoc Minh School in Tay Ninh province.



DXC First Nations Program

“It’s great for our Indigenous students to see all the different opportunities that are available for them choosing different career paths, whether through the sporting or tech lens.”

– Kate Vale, Indigenous Students Program Coordinator, Yass High School

The DXC First Nations Program was established in 2019. The program’s vision is an Australia in which First Nations peoples and their communities achieve self-determination and proportional representation in all areas of our society; where we practice truth-telling of our history; and where we recognise and

appreciate the unique knowledge and views of Australia’s First Nations peoples.

Aligned with our past and future Reconciliation Action Plans (RAPs), the program is built on four themes that resonate with our goals and expertise, enabling us to support Aboriginal and Torres Strait Islander people and progress on our reconciliation journey.

2023 highlights and achievements

Career and education pathways

One of our key initiatives in 2023 was to begin recruiting 10 Indigenous employees for a large state government customer in claims support services. As part of that team, we’ve hired an Indigenous support consultant to conduct education sessions and cultural safety information for non-Indigenous staff and provide support for incoming First Nations employees.

We also established three new Indigenous paid traineeships on customer site engagements supporting the mining and defence sectors.

As part of our commitment to community, we began our first Indigenous university internship, working on our Western Sydney Airport account. This paid internship is enabled and supported by the Indigenous-founded not-for-profit Bandu Organisation. With our partners, DXC supports both the work placement and the cultural aspects of life for these individuals throughout their internships.

An important aspect of the DXC First Nations Program is to support a culturally aware and supportive work environment. In addition to the 1,000 employees who were trained in 2022, a further 400 DXC staff underwent online training in 2023. We also conducted a Senior Executive Cultural Awareness training event, hosted by Evolve Communities, for 19 members of DXC’s senior leadership team in Australia.

Community initiatives

In collaboration with the DXC Digital Futures Program in Australia, the DXC First Nations Program conducted several technology pathways sessions for Indigenous students in 2023. Many of these sessions were combined with activities involving movement, such as rugby, cricket, drone piloting, VR/AR headsets and 360-degree immersive theatre presentations. The events were well received by participants, teachers and carers alike.



Customer, partner and industry engagement

We are proud and humbled to have worked with customers, partners and community groups in the delivery of DXC First Nations Program and RAP community initiatives. We gratefully acknowledge the support and input of Adobe; Clontarf Foundation; DeadlyScience; DP Immersive; Elliott School, NT; Evolve Communities; Indigenous Literacy Foundation; LiteHaus International; Malak School, NT; NT Cricket; Origin Energy; Origin Energy Foundation; Penske Australia; Reality Dreaming; Shell V-Power Racing Team; ACT Brumbies; University of Technology Sydney; Viva Energy (Shell licensee); Western Sydney International Airport; and Willyama Services.

10+

school groups

15+

partner organisations

10+

First Nations communities engaged

160+

lives directly impacted

\$9m+

spending with Indigenous businesses in Australia, to date

8

businesses on our Indigenous vendor register

DXC Māori and Pacific Peoples Program

“It was truly eye-opening to see the diverse cultures on display at Polyfest. I thoroughly enjoyed building whanaungatanga with the students and showing that IT is a space where everyone can succeed.”

– Harry Franklin, Associate Business Analyst, DXC Practice for Microsoft, DXC Technology

The DXC Māori and Pacific Peoples Program made positive strides in its first year. In 2023 we promoted and supported Māori and Pacific culture at DXC, as well as with our partners, customers and communities.

We continue to focus on our four themes:

- **Business partnerships (kotahitanga).** Supporting and working together with Māori and Pacific businesses in Aotearoa

- **Education and career pathways (mātauranga).** Creating new education and career opportunities in the technology industry for Māori and Pacific people
- **Community engagement (kaitiakitanga).** Engaging with Māori iwi (tribes) and Pacific communities to support guardianship and stewardship of their people and the environment
- **DXC culture within Aotearoa (whanaungatanga).** Aspiring to be an employer of choice for Māori and Pacific peoples and foster cultural awareness within DXC

2023 highlights and achievements

Career and education pathways

Throughout 2023, the DXC Māori and Pacific Peoples Program worked to strengthen relationships with our career training and education partners. These collaborations led to several notable achievements:

- Five Rea Coach cadets were placed on a 12-week project with a key public sector customer. At the end of the placement, all five cadets were employed full time – three with DXC and two with the customer. Two of the DXC recruits also took on extra responsibilities within the Māori and Pacific Peoples Program.
- Through our partnership with TupuToa, we established our first internship program, which enabled two individuals to gain experience in the public sector. Moving forward, the internship will contribute to placements within the DXC Australia and New Zealand Graduate Program.
- To develop cultural knowledge, in 2023 more than 40 DXC employees registered to attend “Te Ao Māori for Professionals” with our new cultural course provider Education Perfect.

Community initiatives

To support whanaungatanga (family and people relationships) and kaitiakitanga (guardianship) within the community, in 2023 our program initiated discussions with Māori iwi and leaders within the Pacific peoples community.

- Relationships were started with three iwi: Ngā Rauru in Whanganui, Ngāti Whātua Ōrakei in Auckland and Ngāpuhi in Northland. Our discussions with Ngāpuhi, the largest tribe in Aotearoa, focused on the long term, such as potentially providing IT solutions in the future that will result in real benefits for their people.
- Our discussions with the New Zealand Ministry for Pacific Peoples provided many useful insights for the DXC Māori and Pacific Peoples Program. These clear objectives and goals for supporting the Pacific peoples community in New Zealand will assist us with ongoing planning.

Customer, partner and industry engagement

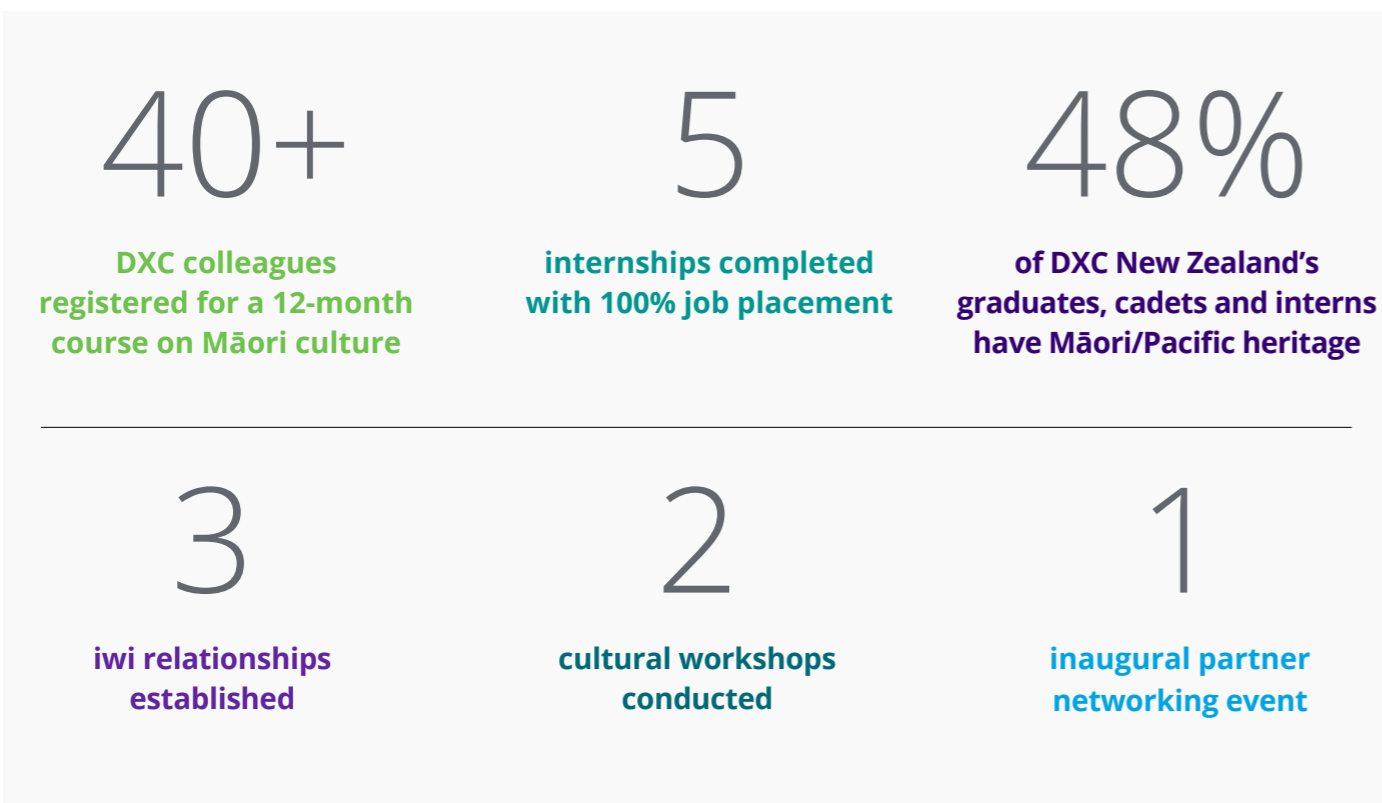
In 2023 we continued to increase collaboration with our DXC Māori and Pacific Peoples Program partners, strengthening our ability to create better outcomes for Māori and Pacific peoples.

- Through joint initiatives with several of DXC’s public sector customers, we provided opportunities for Māori and Pacific



talent to gain work experience and job opportunities. As a result of this collaboration, our customers appreciate that we have shared values and interests, including greater representation of Māori and Pacific peoples in IT.

- In 2023 we held several events where we donated reconditioned technology devices to our career training and education partners, Rea Coach and TupuToa, in which all recipients were either of Māori or Pacific heritage. These events were supported by the ACT Brumbies, a professional rugby union team, who highlighted their own efforts to support the indigenous communities in Australia and the Pacific.



DXC Veterans Program

“Rather than graduates, all I want from this point on are military veterans. They are much superior in every way being hands on and ready to go.”

– Security manager, DXC Technology

Veterans are well-trained, highly skilled and motivated. At DXC, we know how valuable veterans’ skills are to the IT industry.

The DXC Veterans Program supports veterans who want to secure viable and rewarding long-term careers in IT. It also gives DXC customers and partners access to highly skilled, outcomes-driven, security-cleared team members.

The program provides education and career opportunities in an inclusive work environment that supports the mental and physical well-being of veterans while they transition to civilian life.

Through close collaboration between DXC and our business, education, support and technology partners, the program assists veterans with recruitment, training and, if needed, well-being support.

Our program connects directly to the veteran community to understand the unique needs and challenges of transitioning to civilian careers. Workshops, webinars and information sessions held within our business, with our partners and with government agencies help inform practical, flexible learning experiences that allow veterans to thrive at DXC.

2023 highlights and achievements

Career and education pathways

In 2023, the DXC Veterans Program engaged nine military veterans and spouses.

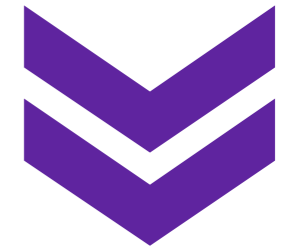
- DXC employed five veterans full time in the company’s cyber security practice for a 12-month program. During this time, veterans underwent further training and assessment while working with our cyber security teams.
- At the conclusion of their engagement, each individual presented an e-portfolio of what they learned.
- After participants completed their training, the DXC Security Practice employed three of the individuals.
- The remaining veterans who completed the program were employed in the IT industry.

This program engages military veterans and provides credit and awards based on security industry micro-credential training and recognition.

Community initiatives

DXC’s specialised partnerships are crucial in aiding the mental and physical well-being of veterans and help make workplaces inclusive and veteran-ready.

- In 2023 DXC continued its partnership with organisations such as Soldier On, the Salvation Army and Helping Heroes to give veterans access to community support beyond the workplace.
- To nurture a safe and welcoming workplace, DXC continues to support Employee Resource Groups (ERGs), which are a global veteran community of employees. Through resource sharing, mentoring, training and forums for collaboration, networking and philanthropy, the mission of the Veteran ERG is to accelerate the company’s growth while improving the lives of military members, veterans and their families.



- To commemorate Remembrance Day and give voice to the broader veteran community, in 2023 DXC worked with a group of military spouses to produce a video in which participants shared the insights and lessons they’ve learned about the challenges and advantages of military life. The video was shared through various communication channels to educate and inform our colleagues, customers and the community.

Customer, partner and industry engagement

Throughout 2023, DXC continued its commitment to providing veteran employment opportunities through customer and industry partnerships:

- The DXC Security team was bolstered by hiring DXC Veterans Program participants to work with a variety of customers in Australia to deliver cyber security solutions.
- Several program participants were engaged to provide claims support services for one of DXC’s public sector insurance customers.
- DXC Veterans Program participants were engaged to support a program of work undertaken by DXC with the Department of Veterans’ Affairs for the Office of Australian War Graves.

5

cyber security starters

9

veterans and military spouses engaged in the program

1

dedicated veteran support consultant

100%

of program participants received their cyber security degrees

150+

technology certifications obtained by veterans and military spouses

100%

of program participants employed in the industry



It was a privilege for us to have the opportunity to **partner** in this worthy cause. Through donations such as this, we aspire to build connections between people and the world. And in doing so, we hope to raise awareness of the role that technology can play, and inspire other organisations to mobilise to **support community and self-determination.**

Tony Fok

Asset Manager, Workplace Technologies
Origin Energy
DXC Digital Futures and First Nations Program Partner

Learn more at
dxc.com/au/socialimpact

Get the insights that matter.
dxc.com/optin



About DXC Technology

DXC Technology (NYSE: DXC) helps global companies run their mission-critical systems and operations while modernizing IT, optimizing data architectures, and ensuring security and scalability across public, private and hybrid clouds. The world's largest companies and public sector organizations trust DXC to deploy services to drive new levels of performance, competitiveness, and customer experience across their IT estates. Learn more about how we deliver excellence for our customers and colleagues at **DXC.com**.