

FY26 YEAR IN REVIEW

DXC UKI SOCIAL IMPACT REPORT

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DXC PUBLIC

CONTENTS

Social Impact: FY26 at a glance 4

Building Future Talent 5

Digital Futures Academy 5
Challenger Experience Days – Industrial Cadets 7
Future Ready Programme 8

Leading with Inclusion 9

Employee Resource Groups 9
#BeBold UKI Women Leadership Coaching Programme 10
EmpowerHER Awards 11
DXC Leaders' Lounge Series 11

Community Impact in Action 12

Cumbrian Challenge 2025 13

Opening Doors to Opportunity 14

Inclusive Recruitment 14
Prison Leavers 14
Care Leavers 14
Neurodiversity 14
Women in Tech 14
Disability Confident Leader 14
Armed Forces 15

Driving Sustainable Change 16

Sustainability in Practice 17

Looking Ahead 18



SHELLEY COTTERILL

Head of Social Value, UKI

AT DXC, SOCIAL VALUE ISN'T AN ADD-ON OR AN AFTERTHOUGHT - IT'S BAKED IN, NOT BOLTED ON. IN FY26, WE'VE FOCUSED ON TURNING INTENT INTO MEASURABLE IMPACT, EMBEDDING SOCIAL VALUE ACROSS HOW WE DESIGN, DELIVER AND PARTNER.

From creating opportunities for underrepresented talent to strengthening local supply chains and driving digital inclusion, our approach ensures that every contract delivers meaningful, lasting benefit.

This is about more than doing good - it's about doing business differently, creating sustainable value for our clients, communities and colleagues alike.



DEREK ALLISON

General Manager, UKI

AT DXC, WE BELIEVE OUR RESPONSIBILITY EXTENDS BEYOND THE SERVICES WE DELIVER TO OUR CUSTOMERS. IT IS ALSO MEASURED BY THE OPPORTUNITIES WE CREATE, THE COMMUNITIES WE SUPPORT AND THE POSITIVE IMPACT WE LEAVE BEHIND.

Across the UK and Ireland, I'm continually inspired by the commitment of our people. Whether they're sharing their expertise with young people, volunteering in local communities or helping to create more inclusive pathways into technology, they demonstrate every day that lasting impact comes from people who care enough to make a difference.

This report celebrates those achievements. It reflects what we can accomplish when technology, expertise and trusted partnerships come together with a shared commitment to creating lasting social value. I'm incredibly proud of what we've achieved together, and even more excited about what we can achieve next.`

SOCIAL IMPACT:
FY26 AT A GLANCE

THIS REPORT LOOKS AT OUR SOCIAL IMPACT INITIATIVES ACROSS DXC UKI, BETWEEN 1ST APRIL 2025 AND 31ST MARCH 2026.

OUR TOTAL SOCIAL IMPACT FOR FY26 WAS:

£14,639,433.19*

In FY26, we continued to embed social value at the heart of our UKI operations, delivering meaningful impact across our people, communities, and wider society. Our approach focuses on creating measurable, sustainable outcomes - rooted in inclusion, skills development, wellbeing and community engagement.

ACROSS THIS PERIOD, OUR COLLECTIVE EFFORTS DELIVERED:

15,891.72
Volunteering hours contributed by our employees across community and charitable initiatives

£61,998
in charitable donations and fundraising contributions

127
schools engaged in STEM activities, supporting future talent pipelines

94
Green Software Practitioners

38
Mental Health First Aiders trained, strengthening our internal wellbeing support network

*The monetary figure for social impact is calculated using Impact Reporting, which applies the MeasureUp framework. This combines economic, wellbeing, fiscal and environmental values to translate real-world outcomes into a consistent financial proxy. For example, activities such as employment opportunities, skills development or volunteering are assigned recognised values, while changes in wellbeing are quantified using established approaches such as WELLBYs, which measure improvements in people's life satisfaction over time. By combining these data points, we are able to present a single, transparent figure that reflects both tangible and intangible impact across social, environmental, and economic dimensions.

BUILDING FUTURE TALENT

Building a diverse technology workforce starts long before people enter employment. Through a range of STEM outreach, education and skills programmes, DXC aims to inspire the next generation and equip young people with valuable STEM skills. Together, these activities help build the diverse, future-ready talent pipeline the technology sector needs, whilst giving young people from all backgrounds the skills and confidence to see a place in it for themselves.

IN FY26, OUR STEM ACTIVITY REACHED:

35,655
students through outreach programmes in schools and communities

127
schools

797
volunteering hours by our STEM Ambassadors

148
STEM Ambassadors

DIGITAL FUTURES ACADEMY

The DXC Digital Futures Academy is a four-year educational initiative designed to equip secondary school students with the digital and professional skills for future careers in technology. Its purpose is simple: to open doors for young people in under-served communities who might not otherwise have the opportunity to find their way into the sector.

In FY26, the programme launched in Newcastle with a 50/50 gender split, ensuring equal access to opportunity and supporting greater gender diversity in STEM pathways.

Operating across 3 regions of the UK (Glasgow City Region, Greater Manchester and Newcastle), in FY26 we have:

Worked with
19
Schools

Supported
150
Students

Delivered
22
interactive and engaging sessions

Involved
200+
volunteers, contributing over 1,400 volunteering hours

AS ONE SCHOOL PUT IT:

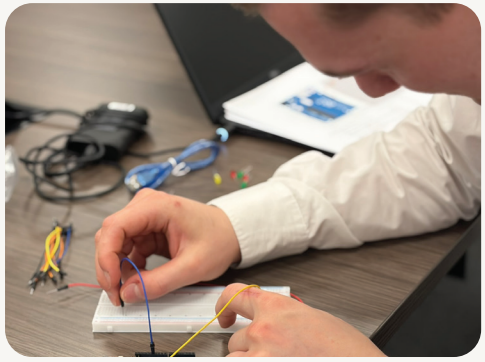
Students have the opportunity to work closely with industry experts and explore emerging technologies, but the real impact goes beyond that. Through each experience, they grow in confidence, becoming more relaxed, communicative, and collaborative. Seeing them build both technical and personal skills, and apply these back in the classroom, is genuinely powerful and a clear reminder of why opportunities like this matter.

Principal

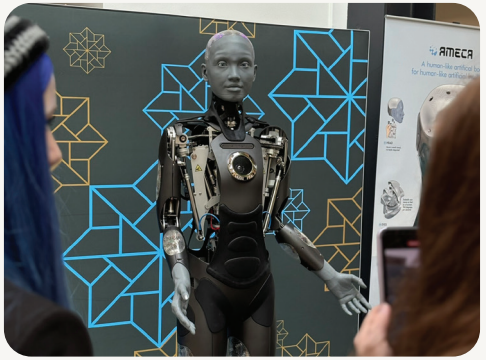
The Digital Futures Academy gives me the chance to explore different areas of computing through hands-on sessions. It helped me build confidence, improve my communication, and develop my skills.... helping me realise I want a future in data science.

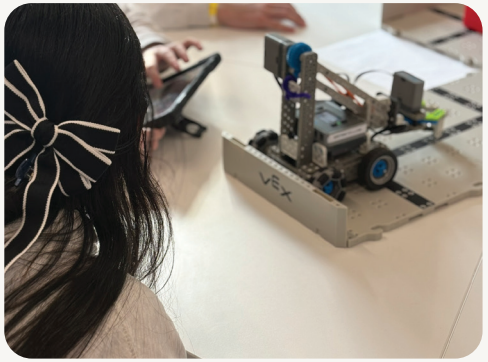
Digital Futures Academy Student

AS THE PROGRAMME CONTINUES TO SCALE, WE ARE EXPANDING THE DIGITAL FUTURES ACADEMY TO A FOURTH LOCATION, LAUNCHING IN LONDON IN THE AUTUMN OF 2026.









CHALLENGER EXPERIENCE DAYS – INDUSTRIAL CADETS

Industrial Cadets | Powered by EDT Pathways to Industry

Challenger

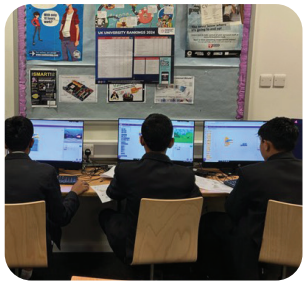
Bronze

Silver

Gold

Platinum





DXC supported **5 Challenger Experience Days** for secondary school students across 4 schools in Newham, London - an area where all participating schools have free school meal eligibility significantly above the national average (27.3%), ranging from 48.2% to 56.1%. This reflects a deliberate focus on reaching young people in communities that are typically underrepresented in STEM careers.

DXC's STEM Ambassadors helped facilitate these sessions, connecting with the students and sharing their own career journeys. This provided visible role models and showed that STEM careers are achievable pathways.

By engaging young people at a formative stage in their education, DXC is unlocking opportunity for young people in disadvantaged communities, helping them see STEM as a viable career path and building their confidence to pursue it.

375 STUDENTS TOOK PART IN FUN, HANDS-ON CODING AND STEM ACTIVITIES, EACH EARNING AN **INDUSTRIAL CADETS CHALLENGER AWARD** ON COMPLETION. THE IMPACT WAS CLEAR:

73% Said the workshop made them feel more confident about pursuing a STEM career

73% Commented that it helped develop their problem-solving skills

78% Felt that it had helped develop their communication skills

FUTURE READY PROGRAMME

Developing future talent does not stop when people enter the workforce. Aligned to our "Grow DXC" strategy, the Future Ready Programme offers apprenticeships through Multiverse, giving our employees the opportunity to build both technical and professional skills. Through this, we **support pathways into technology at every stage**, from young people exploring STEM careers, to employees developing through apprenticeships.

Our Future Ready apprenticeships span levels 3–10 in England and Scotland, creating progression opportunities from entry-level through to degree-equivalent and advanced qualifications. This creates genuine opportunity for career mobility and strengthens the expertise needed to keep DXC competitive.

In FY26, **199 employees joined** apprenticeship programmes, bringing the total enrolment during the year to **315 DXC employees**. The apprenticeships offered cover a range of in-demand, industry relevant skills, including:

- **Artificial Intelligence and Data Technology**
- **Business Transformation**
- **Data Science**
- **Cybersecurity**

Individual Impact Stories:

Apprentices directly applied their learnings to create measurable business value:

- £250K in business cost avoidance - One apprentice delivered this impact by applying their new technical expertise.
- $75K in annual savings - Another apprentice generated this value by implementing course learning in their role.

These outcomes demonstrate how professional growth, through the Future Ready Programme, translates into immediate workplace contribution, career credibility and tangible impact.

> Since beginning his management course, I have seen improvements in his leadership and decision making. He is taking more initiative in both internal and external communications and demonstrating greater autonomy where he might previously have sought my input. This growth in confidence and leadership presence has been excellent to see.
>
> MANAGER FEEDBACK

LEADING WITH INCLUSION

EMPLOYEE RESOURCE GROUPS

Diverse perspectives, inclusive leadership and a strong sense of belonging are essential to creating an environment where our people can thrive. At the heart of this are our Employee Resource Groups.

Our six UKI Employee Resource Groups (ERGs) bring together employees from all levels and functions. They work together to embed diversity, equity and inclusivity further into our culture, policies, practices and processes. The ERGs include: Gender, Race and Ethnicity, Disability and Neurodiversity, Pride, Armed Forces, and the newly launched Parents and Carers group.

We are proud that the impact of our ERGs continues to be recognised externally. Our UKI Race & Ethnicity ERG and Gender ERG were shortlisted at the British Diversity Awards 2026 for 'Outstanding Ethnicity Network of the Year' and 'Outstanding Women's Network of the Year'. Our UKI Pride ERG was also recognised as a finalist at the 2025 LGBTQ+ Defence Awards for 'LGBTQ+ Network or Initiative of the Year'.

These recognitions are a testament to our people who show up for these communities every day.









ARMED FORCES NETWORK

#BEBOLD UKI WOMEN LEADERSHIP COACHING PROGRAMME



> I feel more like I belong, and I deserve to be where I am... I have more confidence to be bold and use my voice...the best training course I have ever attended!

> "I feel a massive shift in how I show up, as a stronger leader for my team and in front of the client"

After almost two years of planning, the **#BeBold Programme** was launched as an ERG-led flagship initiative. #BeBold is an 8 week leadership experience **designed by women, for women**, and open to DXC UKI employees at all career levels. The programme combines masterclasses, group coaching and networking to build confidence and authenticity.

Over 220 applications were received - a clear signal of the demand for women-centred development. The intentionally intimate cohort sizes, with **62 women** across the first two cohorts, fostered strong peer connections, lasting communities and strengthened the growing **#BeBoldFamily**.

The programme not only builds leadership capability but also encourages participants to "pay it forward", contributing to ERG initiatives, mentoring others and embedding a culture of **courage over comfort** across DXC UKI.

The latest cohort feedback highlights the programme's strong and measurable impact. **100% of participants** reported gaining valuable leadership insights and feeling part of a **supportive community of women**, reinforcing the importance of safe, peer-led spaces for growth.

Significant growth was also seen in personal development outcomes, with **'confidence in leadership style'** increasing from **31%** to **100%**, and scores for **'leading authentically'** rising from **25%** to **100%** by the end of the programme.

'Confidence in leadership style' increasing from

31% TO 100%

Scores for 'leading authentically' rising from

25% TO 100%

WE LIFT As WE CLIMB

BOLD movements to empowering moments

EMPOWERHER AWARDS

In May 2025, the Gender ERG delivered the inaugural EmpowerHER Awards, celebrating and recognising the contributions of women across DXC UKI.

230 nominations were received, reflecting strong engagement and visibility.

6 award categories recognised impact across leadership, allyship, technology and client impact, showcasing the breadth of talent across DXC UKI.

The awards created a powerful platform to challenge perceptions, elevate visible role models and reinforce a culture where women are empowered to confidently “bring their seat to the table.”



DXC LEADERS’ LOUNGE SERIES

Launched in November 2025, the Leaders’ Lounge is a newly established platform to bring together women and male allies across DXC, Central Government, Healthcare and Industry. The initiative creates space for senior leaders to tackle strategic challenges collaboratively, moving beyond internal networking to drive systemic change across sectors.

Our sessions have explored critical topics including ‘GreenOps in Action: Turning Insight into Impact’, bringing together technical expertise and leadership. As the initiative grows, we will continue to convene leaders around the issues that matter most.



COMMUNITY IMPACT IN ACTION

Across our Erskine, Newcastle and London sites, our people have shown up consistently for their local communities throughout FY26, volunteering, fundraising and taking part in events that make a real difference. We have:

- Volunteered with local charities including Smart Works, which helps unemployed women gain the confidence, clothing and coaching to succeed at job interviews and secure employment
- Fundraised for local causes, from Easter raffles to Christmas appeals
- Hosted wellbeing and inclusion events including Allyship Day, and an International Women's Day event covering topics such as endometriosis, PCOS and menopause
- Taken part in community sustainability activities such as Earth Day litter picks in the local areas where our people live and work









CUMBRIAN CHALLENGE 2025

Our annual Cumbrian Challenge returned in 2025, bringing together:

170
Employees

Across
34
Teams

Supported by
19
Volunteers

COLLECTIVELY HIKING OVER **3,000KM**



THIS EFFORT RAISED:

£52,000

The funds raised went directly to Walking with the Wounded, supporting veterans with mental health, employment and more.

ALONGSIDE CONTRIBUTIONS FROM OTHERS, THIS HELPED THE CHARITY DELIVER

Over
4,000
Therapy sessions for veterans and their families

Supporting
360+
Veterans into paid employment

OPENING DOORS TO OPPORTUNITY

Inclusive Recruitment

We believe talent exists in all communities. Through targeted recruitment pathways, we open doors for individuals who face the greatest barriers to employment, ensuring DXC benefits from diverse perspectives and experience.

Prison Leavers

Through the **Breakthrough Apprenticeship Programme**, we have recruited individuals directly from prison, with **4 prison leavers** currently progressing within DXC, supported through structured training, mentoring and accessible learning opportunities. The impact is significant: individuals gain access to stable careers and lasting employment security, while also reducing reoffending and supporting social mobility. Building on this early success, we are continuing and expanding recruitment efforts in FY27.

Care Leavers

DXC is a **signatory of the Care Leaver Covenant (CLC)**, a UK Government–backed initiative to support young people aged 16–25 as they transition from care into independent adulthood. Our Care2Career Programme in Scotland has **hired 5 people in FY26**, aligning with the Government's Keep on Caring strategy.

Following the success of the Scottish pilot, we are expanding the programme into England in FY27, building partnerships with local authorities and care leaver networks to create further pathways into employment.

Neurodiversity

The **DXC Dandelion Programme** is a two-year learning and development initiative focused on recruiting individuals from the autism community into meaningful IT careers. Since its launch, it has recruited **41 individuals** from the autism community into IT careers, with **12 people joining in FY26**, adding to the growing community of neurodiverse talent within DXC. The programme creates an inclusive environment that enables individuals on the autism spectrum to thrive, offering tailored support structures to build technical skills and career advancement.

Women in Tech

We are committed to closing the gender gap in technology. We advertise roles through **specialist platforms** such as **VERCIDA** to reach diverse talent pools and connect with women seeking careers in tech.

In FY27, we are expanding our reach as part of our **wider gender diversity strategy**, identifying and partnering with additional women-focused recruitment platforms to increase visibility of DXC opportunities and attract more women into our organisation.

Disability Confident Leader

DXC was accredited as a **Disability Confident Leader (Level 3)** in October 2025. As a Disability Confident Leader, we embed structured, inclusive recruitment practices to reduce disproportionality and ensure equitable access to employment opportunities for candidates with protected characteristics. DXC maintains its status through ongoing self-assessment, continuous improvement and transparent reporting on inclusive recruitment outcomes.

Armed Forces

DXC demonstrates strong and sustained support for the Armed Forces community through our **Gold Award under the Ministry of Defence's Employer Recognition Scheme,** alongside being a **Signatory to the Armed Forces Covenant**. This recognises us as a leading employer that actively embeds forces-friendly recruitment practices.

DXC attended **12 Career Transition Partnership (CTP)** events across the country in FY26. Our consistent presence gave an estimated 200 to 400 CTP candidates at each event the opportunity to connect with DXC and explore career pathways in technology, with **13 candidates going on to secure roles at DXC during FY26**.

CTP is the official MoD-backed resettlement service, and through our engagement at CTP events, DXC actively welcomes a talent community that brings exceptional skills, including discipline, adaptability and leadership - all of which are highly transferable to the technology sector.

We create multiple pathways to support service leavers:

- Guaranteed interviews - CTP candidates progress to guaranteed interviews with our in-house talent acquisition consultants
- TechVets partnerships - We promote career opportunities across TechVets, reaching additional service leaver networks
- Walking With The Wounded collaboration - We work closely with employability advisors to create sustainable, tailored career pathways aligned to individual skills and aspirations
- Forces Families Jobs - We register opportunities on this platform to ensure service leavers and their families have access to DXC roles

Our multi-channel approach ensures service leavers receive personalised support and access roles that match their experience and career goals, helping them transition into a supportive community where their military background and skills are recognised.



DRIVING SUSTAINABLE CHANGE

Technology has a critical role to play in supporting a more sustainable future. Through industry collaboration, circular economy initiatives and investment in sustainable digital practices, DXC is helping reduce environmental impact whilst creating positive social outcomes.

DXC is a proud founding member of the **Government Digital Sustainability Alliance (GDSA)**, a cross-sector collaboration bringing together government, industry and academia to advance sustainable digital practices across the UK. The GDSA works to promote best practice, develop guidance and drive innovation to reduce the environmental impact of digital services and technology supply chains.

As an active member, DXC chairs the **Social Impact Working Group** and contributes to the **Circular Economy Working Group**, positioning us to shape how the sector approaches sustainable practice.

Our commitment to sustainability translates into action. We support the Governments **IT Reuse for Good Charter**, helping distribute refurbished devices to digitally excluded individuals whilst reducing e-waste and addressing the UK's digital divide.

As a signatory, DXC supports outcomes that:

- **Change lives** by providing access to digital devices for underserved communities
- **Promote circularity** by extending the life of IT assets
- **Support Net Zero** through reduced demand for new device manufacturing

DXC also partners with E-Cycle, an IT asset disposal and reuse provider, to support responsible recycling practices. Through initiatives such as Personal Tech Amnesty campaigns delivered with our customers, we actively promote the recovery and reuse of end-of-life devices. In FY26, we recovered **2,055 kilograms of electronic waste** through our customer Tech Amnesties, reducing landfill waste and creating a real opportunity for our customers to play an active role in sustainable behaviours.







SUSTAINABILITY IN PRACTICE

We invest directly in employee capability through the **Green Software Practitioner** training pathway, delivered in partnership with the Linux Foundation. The training covers core principles including measuring emissions, improving energy efficiency and making informed decisions that reduce our carbon impact.

Since launching this pathway, **120 DXC employees** have completed certifications. In FY26 alone,

94

DXC employees completed Green Software Practitioner certifications

184

hours invested in developing expertise on designing, building and operating software sustainably

This ensures sustainability is woven into how we deliver technology at scale.

Beyond the workplace, employees have actively supported environmental conservation through volunteering. **225 DXC employees** collected **813 kilograms of waste** - **198 bags of litter**, as part of our initiative with 'Life's a Beach', a charity focused on eliminating single-use plastics from British beaches.

Sustainability isn't just a commitment on paper: it's embedded in our strategy, built into our technology and powered by our people's commitment to change.

LOOKING AHEAD

In FY26, we showed what's possible when social value is woven into how we operate. Through our Employee Resource Groups, we created safe spaces for diverse communities to thrive and lead. In our communities, our people contributed 15,891 volunteering hours, Inspiring 35,655 young people to explore future careers in STEM and supporting local charities making a real difference.

We invested in our people's development through apprenticeships and leadership programmes, opened doors for individuals facing the greatest barriers to employment, and drove sustainability leadership across the sector. By committing to this, we're building an organisation that's more resilient, more innovative and better positioned to serve our customers and communities.

As we continue to grow, these commitments remain at the heart of who we are. In FY27 and beyond, we are focused on deepening this work and continuing to drive systemic change across the sectors we serve. Social value isn't just what we do; it's who we are.

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Social Value Strategic Growth Lead:
Healthcare & Central Government

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