FY22 DXC Global Reporting Initiative (GRI) Report
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Preamble
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.

This report presents DXC data for its fiscal year 2022 (FY22), from April 1, 2021 through March 31, 2022. DXC Technology has reported in accordance with the latest Global Reporting Initiative (GRI) Standards, core options. This report has been reviewed and approved by DXC’s highest governance body.

EXPLANATORY NOTE:
This GRI report does not include the financial results for DXC.


Materiality assessment
To help define our key environmental, social and governance (ESG) and sustainability objectives, DXC focuses on our most material issues. Our goal is to ensure that DXC is a responsible and sustainable company on a global scale. We support our customers in their own sustainability objectives by demonstrating continual improvement in the sustainability of our operations as well as providing innovative sustainable services.

Our most material issues include human capital development, ethical business practices, cybersecurity, data privacy, opportunities in clean tech and carbon emissions.
1 Global Reporting Initiative 2: General Disclosures

1.1 The Organization and Its Reporting Practices

Disclosure 2-1: Organizational Details

a. **Report its legal name:** DXC Technology; [https://www.dxc.com/](https://www.dxc.com/)


c. **Report the location of its headquarters:** DXC Technology Corporate Office, 20408 Bashan Drive, Suite 231, Ashburn, Virginia (VA) 20147, USA

d. **Report its countries of operation:** Argentina, Australia, Austria, Bangladesh, Belarus, Belgium, Brazil, British Virgin Islands, Brunei Daruss., Bulgaria, Canada, Chile, China, Colombia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Egypt, Fiji, Finland, France, Germany, Greece, Hong Kong, Hungary, India, Indonesia, Ireland, Israel, Italy, Japan, Kazakhstan, Kenya, Lithuania, Luxembourg, Malaysia, Mayotte, Mexico, Morocco, Netherlands, New Zealand, Nigeria, Norway, Panama, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Russian Federation, Saudi Arabia, Singapore, Slovakia, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, Tunisia, Turkey, Ukraine, United Arab Emirates, United Kingdom, United States of America, Venezuela, Vietnam

Disclosure 2-2: Entities Included in the Organization’s Sustainability Reporting


b. If the organization has audited or consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting:
   Not applicable

c. If the organization consists of multiple entities, explain the approach used for consolidating the information, including:
   i. **Whether the approach involves adjustments to information for minority interests:** Where data is available for minority interests is included in our aggregated reporting.

   ii. **How the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities:** All disposals and acquisitions are included.

   iii. **Whether and how the approach differs across the disclosures in this Standard and across material topics:** We apply a consistent approach across all disclosures.

Disclosure 2-3: Reporting Period, Frequency, and Contact Point

a. **Specify the reporting period for, and the frequency of, its sustainability reporting:** Annual

b. **Specify the reporting period for its financial reporting, and, if it does not align with the period for its sustainability reporting, explain the reason for this:** DXC Technology’s FY22: April 1, 2021 – March 31, 2022

c. **Report the publication date of the report or reported information:** December 2022
d. **Specify the contact point for questions about the report or reported information:** Sue Ann Averitte, vice president, Environmental, Social and Governance (ESG) and Continuous Improvement, DXC Technology

**Disclosure 2-4: Restatements of Information**

a. **Report restatements of information made from previous reporting periods and explain:** We have not issued any restatements.

**Disclosure 2-5: External Assurance**

a. **Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved:** Our Scope 1 and 2 emissions, along with Scope 3 business travel emissions, have been externally assured for a number of years to ISO 14064-3:2019. We seek external assurance for our emissions to ensure accuracy and continuous improvement against our targets. External assurances are signed off on by Sue Ann Averitte, vice president, Environmental, Social and Governance (ESG) and Continuous Improvement, and reviewed with our chief operating officer (COO), Chris Drumgoole.

b. **If the organization’s sustainability reporting has been externally assured:** For FY22 greenhouse gas (GHG) emissions, external verification to limited assurance has been provided by SGS United Kingdom Ltd. In FY21, limited assurance of GHG emissions was provided by Carbon Intelligence Energy Services Ltd. In FY19 and FY20, limited assurance of GHG emissions was provided by Lloyd’s Register (LR). Independent Assurance Statement Related to the DXC Technology, SGS United Kingdom Ltd Greenhouse Gas Assertion on Operational Control Emissions for the Financial Year April 1, 2021 to March 31, 2022, pp.1-2 https://dxc.com/content/dam/dxc/projects/dxc-com/us/pdfs/about-us/esg/DXC-ISO-14064-3-Verification-Statement.pdf. Our GHG reporting is aligned to the requirements of the GHG protocol and is externally verified in accordance with ISO 14064-3:2006.

### 1.2 Activities and Workers

**Disclosure 2-6: Activities, Value Chain, and Other Business Relationships**

a. **Report the sector(s) in which it is active:** We serve government and business customers only (not individuals), from all sectors globally.

b. **Describe its value chain:** We have a global supply chain management function that encompasses the planning and management of activities involved in the sourcing and procurement of goods and services from third-party suppliers worldwide to secure the sustainable success of our customers by providing innovative solutions for products and services.

Key spend areas include software, hardware, services and labor. The supply chain management function plays an important role in developing and implementing global and regional category and supplier management strategies that aim to form strong partner relationships and continuous improvement in the areas of price, quality and services.

DXC Technology is a Fortune 500 global IT services leader. Our more than 130,000 people in 70-plus countries are entrusted by our customers to deliver what matters most. We use the power of technology to deliver mission-critical IT services that drive business impact. We deliver the IT services that our customers need to modernize operations and drive innovation across the entire IT estate.

c. **Report other relevant business relationships:** Our partner ecosystem enables our customers to harness the power of technology at scale and transform their businesses through joint business objectives, investments, innovation and co-development with our partners.
DXC partners with AWS, Microsoft Azure, Google Cloud, VMWare and ServiceNow for cloud infrastructure and with SAP, Oracle and Red Hat for cloud platforms. Collaborating with partners and enabling customer movement from on-premises solutions to the cloud is more energy efficient because less cooling is required. Cloud also requires fewer servers, which allows for greater energy reductions. DXC’s cloud partners have all begun their decarbonization journeys. For example, Microsoft has committed to being carbon negative by 2030 and to supporting data centers with 100% renewable energy by 2025. Transferring customers to efficient partner data centers enables lower Scope 3 emissions by the customers. Analysis showed that the DXC Cloud Right™ approach has a major impact on supporting sustainability goals, reducing CO2 emissions by 37% compared to on-premises estates. By working with partners that offer decarbonization pathways, DXC can provide value to customers beyond price reductions by aligning with their decarbonization goals and ensuring that the carbon reductions associated with DXC’s offerings and services are factored into decision-making processes.

DXC’s partnership with ServiceNow combined with DXC’s analytics capabilities brings ESG data and disclosure management capabilities to our customers. This new capability helps our customers reduce administrative burden while increasing the fidelity of disclosures, enabling high-quality output with the assurance of data integrity and audit readiness.

For more information, please visit our Partner Ecosystem webpage at https://dxc.com/us/en/about-us/partner-ecosystem

d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period: Not applicable, as there have been no significant changes compared to the previous reporting period.

Disclosure 2-7: Employees

a. Report the total number of employees and a breakdown of this total by gender and by region

DXC Global Head Count by Gender: Fiscal Year 2022

<table>
<thead>
<tr>
<th>Headcount by Gender</th>
<th>Female</th>
<th>Male</th>
<th>Unknown</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>7,630</td>
<td>15,932</td>
<td>78</td>
<td>23,640</td>
</tr>
<tr>
<td>APAC</td>
<td>23,284</td>
<td>41,874</td>
<td>40</td>
<td>65,198</td>
</tr>
<tr>
<td>EMEA</td>
<td>15,034</td>
<td>32,408</td>
<td>849</td>
<td>48,291</td>
</tr>
<tr>
<td>Grand Total</td>
<td>45,948</td>
<td>90,214</td>
<td>967</td>
<td>137,129</td>
</tr>
</tbody>
</table>
b. **Report the total number of:**
   i. Permanent employees, and a breakdown by gender and by region
   ii. Temporary employees, and a breakdown by gender and by region
   iii. Nonguaranteed hours employees, and a breakdown by gender and by region: Not applicable
   iv. Full-time employees, and a breakdown by gender and by region
   v. Part-time employees, and a breakdown by gender and by region

<table>
<thead>
<tr>
<th>Headcount by Position Type</th>
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<tbody>
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<td></td>
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<tr>
<td>Regular</td>
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<tr>
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<td>11</td>
<td>0</td>
<td>15</td>
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<tr>
<td>Temporary/FixedTerm</td>
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<td>3</td>
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<tr>
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<td>2</td>
<td>0</td>
<td>3</td>
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<tr>
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<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Unknown</td>
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<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Americas Total</strong></td>
<td>7,630</td>
<td>15,932</td>
<td>78</td>
<td>23,640</td>
</tr>
<tr>
<td><strong>APAC</strong></td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Regular</td>
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<tr>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td><strong>APAC Total</strong></td>
<td>23,284</td>
<td>41,874</td>
<td>40</td>
<td>65,198</td>
</tr>
<tr>
<td><strong>EMEA</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular</td>
<td>10,222</td>
<td>19,480</td>
<td>71</td>
<td>29,773</td>
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<td>12,010</td>
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<td>17,007</td>
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<td>Apprentice</td>
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<td>126</td>
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<tr>
<td>Intern</td>
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<tr>
<td>Temporary/FixedTerm</td>
<td>9</td>
<td>22</td>
<td>0</td>
<td>31</td>
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<tr>
<td>Casual</td>
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<tr>
<td>InternationalAssignee</td>
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<tr>
<td>Unknown</td>
<td>241</td>
<td>720</td>
<td>287</td>
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<tr>
<td><strong>EMEA Total</strong></td>
<td>15,034</td>
<td>32,408</td>
<td>849</td>
<td>48,291</td>
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<tr>
<td><strong>Global</strong></td>
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<td>Regular</td>
<td>39,782</td>
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<td>Casual</td>
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## International Assignee

<table>
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<tr>
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<th>2</th>
<th>0</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unknown</td>
<td>241</td>
<td>720</td>
<td>287</td>
<td>1,248</td>
</tr>
</tbody>
</table>

**Global Total**

|            | 45,948 | 90,214 | 967 | 137,129 |

### Work Location Region

<table>
<thead>
<tr>
<th>Work Location Region</th>
<th>Time Type</th>
<th>Female</th>
<th>Male</th>
<th>Unknown</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>Full time</td>
<td>7,577</td>
<td>15,896</td>
<td>76</td>
<td>23,549</td>
</tr>
<tr>
<td></td>
<td>Part time</td>
<td>53</td>
<td>36</td>
<td>2</td>
<td>91</td>
</tr>
<tr>
<td>Americas Total</td>
<td></td>
<td>7,630</td>
<td>15,932</td>
<td>78</td>
<td>23,640</td>
</tr>
<tr>
<td>APAC</td>
<td>Full time</td>
<td>23,109</td>
<td>41,789</td>
<td>40</td>
<td>64,938</td>
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<tr>
<td></td>
<td>Part time</td>
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<td>260</td>
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<td>APAC Total</td>
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<td>41,874</td>
<td>40</td>
<td>65,198</td>
</tr>
<tr>
<td>EMEA</td>
<td>Full time</td>
<td>13,459</td>
<td>30,893</td>
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<td>795</td>
<td>153</td>
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<td>241</td>
<td>720</td>
<td></td>
<td>961</td>
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<tr>
<td>EMEA Total</td>
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<td>15,034</td>
<td>32,408</td>
<td>849</td>
<td>48,291</td>
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<tr>
<td>Grand Total</td>
<td></td>
<td>45,948</td>
<td>90,214</td>
<td>967</td>
<td>137,129</td>
</tr>
</tbody>
</table>

**c.** Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: Data is collected and reported by our Human Resources (HR) analytics team. Data shared is based on head count as of FY22.

**d.** Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b: Data is collected and reported by our HR analytics team.

**e.** Describe significant fluctuations in the number of employees during the reporting period and between reporting periods: We have temporary/fixed-contract employees, but they do not work in seasonal variances.

### Disclosure 2-8: Workers Who Are Not Employees

**a.** Report the total number of workers who are not employees and whose work is controlled by the organization and describe: Not applicable to DXC

**b.** Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: Not applicable to DXC

**c.** Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods: Not applicable to DXC
1.3 Governance

Disclosure 2-9: Governance Structure and Composition

a. Describe its governance structure, including committees of the highest governance body:
   For information on the governance structure of our organization, including committees of the highest governance body, see https://investors.dxc.com/governance/board-of-directors/default.aspx

b. List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization’s impacts on the economy, environment, and people: The board has three standing committees: the Audit Committee, the Compensation Committee, and the Nominating/Corporate Governance Committee. (Source: SEC filing, p.26)

c. Describe the composition of the highest governance body and its committees by:
   i. Executive and nonexecutive members: Our Board of Directors consists of 1 executive member, the president and chief executive officer (CEO) and 9 independent members
   ii. Independence: Our Board leadership structure consists of a chairman of the board, and independent chairs for our Audit Committee, Compensation Committee and Nominating/Corporate Governance Committee. The board regularly considers different structures as circumstances may warrant. The succession planning discussions following Ian C. Read’s retirement as chairman of the board, effective at our 2022 Annual Meeting, included discussions on the board leadership structure, including the merits of keeping separate or combining the chairman and CEO roles. The board considered several factors, including: the company’s strategic goals, the status of DXC’s progress with respect to our transformation journey, the various capabilities of our directors, the dynamics of our board and best practices in the market. The board also reflected upon the company’s independent oversight function exercised by our board — this function consists entirely of independent directors, other than DXC’s chairman, president and CEO, Michael J. Salvino — as well as the independent leadership to be provided by David L. Herzog and each of the three standing board committees, which consist solely of and are chaired by, independent directors. Based on the above, the independent directors of the board determined that, upon Mr. Read’s retirement as chairman effective at the 2022 Annual Meeting, a combined chairman and CEO structure, together with a lead independent director with clearly defined and robust responsibilities, provides the most effective leadership structure for the company at this time.

   The board has determined that, except for Mr. Salvino, the company’s chairman, president and CEO, all of the company’s director nominees are independent for the purposes of DXC’s Corporate Governance Guidelines: namely, Mukesh Aghi, Amy E. Alving, David A. Barnes, Raul J. Fernandez, David L. Herzog, Dawn Rogers, Carrie W. Teffner, Akihiko Washington and Robert F. Woods. The board has also determined that, except for Mr. Salvino, all of the company’s directors during FY22 were independent.

   iii. Tenure of members on the governance body: Average tenure is 2.9 years
   iv. Number of other significant positions and commitments held by each member, and the nature of the commitments: We have a highly effective and engaged board, and we believe that our directors’ outside directorships enable them to contribute valuable knowledge and experience to our board. Nonetheless, the board is sensitive to the external obligations of its directors and the potential for “over-boarding.” Our guidelines provide that directors should not serve as a director of another company if doing so would create actual or potential conflicts or interfere with their ability to devote sufficient time and effort to their duties as a director of DXC. Directors who have a full-time job should not serve on the boards of more than three other public companies, and directors who do not have a full-time job should not serve on the board of more than four other public companies.
v. **Gender:** 30% of our board members are female.

vi. **Underrepresented social groups:** 30% of our board members are from underrepresented social groups.

vii. **Competencies relevant to the impacts of the organization:**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Meeke Ngii</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>President and CEO of US-India Strategic Partnership Forum and current member of Hindustan Media Ventures Ltd (HMLV) (India) board</td>
<td>1</td>
</tr>
<tr>
<td>Amy E. Ahling</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Former Chief Technology Officer of Laidlaw and current member of Femco Max and Honned Aerospace boards</td>
<td>2</td>
</tr>
<tr>
<td>David A. Stites</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Former SVP and Chief Information and Global Business Services Officer of UPS</td>
<td>-</td>
</tr>
<tr>
<td>Rand J. Penzien</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Vice Chairman and co-owner of Horsemanship &amp; Entertainment and current member of Brainstorm board</td>
<td>1</td>
</tr>
<tr>
<td>David L. Henning</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Former CFO of AIG and current member of MacLelle, AMBAC Financial Group and PCCW Limited (Hong Kong) boards*</td>
<td>2</td>
</tr>
<tr>
<td>Dawn Rogers</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Director of Human Capital at American Securities LLC and former Chair and Chief Human Resources Officer at Pfeifer</td>
<td>-</td>
</tr>
<tr>
<td>Michael J. Schmitz</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>President and CEO of DXC Technology</td>
<td>-</td>
</tr>
<tr>
<td>Carla Trappner</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Former Interim Executive Chair of the Board of the Ascent Retail Group, former Chief Financial Officer of Airbus and current member of BFA Industries and BDC boards</td>
<td>-</td>
</tr>
<tr>
<td>Akiko Kita</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Former EVP of Worldwide Human Resources for Warner Bros. Entertainment</td>
<td>-</td>
</tr>
<tr>
<td>Washington</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Former EVP of Worldwide Human Resources for Warner Bros. Entertainment</td>
<td>-</td>
</tr>
<tr>
<td>Robert C. Woods</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>●</td>
<td>Former SVP and CFO at SunGard Data Systems Inc.</td>
<td>-</td>
</tr>
</tbody>
</table>

* Disclosure 2-10: Nomination and Selection of the Highest Governance Body

a. **Describe the nomination and selection processes for the highest governance body and its committees:** The Nominating/Corporate Governance Committee is responsible for reviewing and assessing with the board the appropriate skills, experience and background sought for board members in the context of our business and then-current membership on the board. (Source: SEC filing 2022, p.1)

b. **Describe the criteria used for nominating and selecting highest governance body members:** The Nominating/Corporate Governance Committee is responsible for reviewing and assessing with the board the appropriate skills, experience and background sought for board members in the context of our business and then-current membership on the board. This assessment of board skills, experience and background involves considering numerous diverse factors including independence, experience, professional and personal ethics and values, age, gender and ethnic diversity, as well as skills and attributes. Our board is committed to actively seeking women and minority director candidates for consideration. The board seeks directors whose expertise achieves a balance across the following skills and attributes:

   **Leadership and management.** Includes experience as a senior executive in a global public or private organization with practical skills and insights around setting business strategy, overseeing operations, driving cost leadership, facilitating change management, leading transformation and driving results.

   **Public company governance.** Experience with corporate and board governance, including oversight of compliance, risk, regulatory requirements, executive compensation practices, and policies and processes to effectively manage and monitor these in support of the stockholders’ interests.
Industry. Experience in the professional services industry, with a good understanding of DXC’s strategy, offerings, digital transformation, innovation, customers, marketplace dynamics and success drivers.

Audit and financial expertise. Experience and understanding of areas such as accounting policies and standards, financial reporting, disclosure requirements, financial statements, internal controls, audit (internal and external), complex financial transactions, capital allocation and mergers and acquisitions.

Enterprise transformation and culture building. Experience in workforce transformation, restructuring and building a high-performance culture in a complex global environment as the landscape for technology services embraces marketplace-led disruption. Experience aligning HR policies and practices to attract, onboard, develop and retain top talent in support of DXC’s strategic talent plan.

Capital markets and treasury. Experience globally in raising funds in the debt and equity markets, managing liquidity and managing the complex interplay of operational performance, rating agencies and stockholder relationships.

Technology and information security. Experience in senior leadership roles at companies in the technology landscape and an understanding of DXC’s enabling technologies (e.g., cloud, artificial intelligence, machine learning, internet of things and software as a service). Experience managing information security risks, including an understanding of the information security threat landscape. The Nominating/Corporate Governance Committee also considers skills and experience that are related to environmental, social and governance matters, as the committee believes this strengthens the board’s oversight and ensures that strategic business imperatives and long-term value creation are achieved within a reasonable, sustainable business model.

In addition to the skills and expertise listed above, the Nominating/Corporate Governance Committee and the board also believe that the following key attributes are important to an effective board:

- Integrity and demonstrated high ethical standards
- Sound judgment
- Analytical skills
- Ability to engage management and each other in a constructive and collaborative fashion
- Commitment to devoting significant time and energy to service on the board and its committees

In evaluating potential director nominees, the Nominating/Corporate Governance Committee considers the applicable qualifications. The committee then considers the contribution they would make to the quality of the board’s decision making and effectiveness. (Source: SEC filing 2022, pp.1-2)

Disclosure 2-11: Chair of the Highest Governance Body

a. Reporting whether the chair of the highest governance body is also a senior executive in the organization: Effective July 26, 2022, our leadership structure consists of a chairman and CEO, a lead independent director and independent committee chairs.

b. If the chair is also a senior executive, explain their function within the organization’s management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated: DXC’s guidelines enable the board to determine the appropriate board leadership structure for the company and allow the roles of chairman of the board and CEO to be filled by the same or different individuals. This approach allows the board flexibility to determine whether the two roles should be separate or combined based upon the company’s unique individual circumstances and the board’s assessment of the company’s leadership from time to time. The board regularly considers different structures as circumstances may warrant. The succession planning discussions following Mr. Read’s retirement as chairman of the board, effective at our 2022 Annual Meeting, included discussions on the board leadership structure, including the merits of keeping separate or combining the chairman and CEO roles. The board considered several factors, including: the company’s strategic goals, the status of DXC’s progress
with respect to our transformation journey, the various capabilities of our directors, the dynamics of our board and best practices in the market. The board also reflected upon the company’s independent oversight function exercised by our board, which consists entirely of independent directors other than Mr. Salvino, as well as the independent leadership to be provided by Mr. Herzog and each of the three standing board committees, which consist solely of and are chaired by independent directors. Based on the above, the independent directors of the board determined that, upon Mr. Read’s retirement as chairman effective at the 2022 Annual Meeting, a combined chairman and CEO structure, together with a lead independent director with clearly defined and robust responsibilities, provides the most effective leadership structure for the company at this time.

As lead independent director, Mr. Herzog will have the following duties and responsibilities:

- Presiding over executive sessions of independent directors
- Chairing meetings of the Board of Directors in the absence of the chairman of the board
- Acting as a liaison between the independent directors and the chairman of the board
- Coordinating with the chairman of the board regarding meeting agendas and schedules
- Coordinating with the chairman of the board regarding information presented to the board
- Being available for consultation and communication with stockholders, as appropriate
- Calling meetings of the independent directors (executive sessions), as appropriate

DXC’s governance processes include executive sessions of the independent directors after the conclusion of each regularly scheduled Board meeting, annual evaluations of the CEO’s performance by the independent directors, succession planning, annual board and committee self-assessments and the various governance processes contained in the guidelines and the board committee charters. (Source: SEC filing 2022, p.18)

**Disclosure 2-12: Role of the Highest Governance Body in Overseeing the Management of Impacts**

a. **Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization’s purpose, value or mission statements, strategies, policies, and goals related to sustainable development:**

Our governance of DXC’s Environmental, Social and Governance (ESG) program includes a multtiered process involving the Board of Directors, the global leadership team, the ESG Executive Steering Committee and the ESG Working Group. Each of these governing bodies performs a critical role in ensuring that our approach incorporates broad perspectives to address stakeholder needs while delivering on our commitment to sustainable business. Additional information can be found in DXC’s FY22 Task Force on Climate-related Financial Disclosures (TCFD) report, pp.4-5. (Source: SEC filing 2022, p.19)

b. **Describe the role of the highest governance body in overseeing the organization’s due diligence and other processes to identify and manage the organization’s impacts on the economy, environment, and people:**

We are committed to maintaining the highest standards of corporate governance. The board’s responsibilities include, but are not limited to:

- Overseeing the management of our business and the assessment of our business risks
- Overseeing the processes for maintaining integrity of our financial statements and other public disclosures, and compliance with law and ethics
• Reviewing and approving our major financial objectives and strategic and operating plans, and other significant actions
• Overseeing our talent management and succession planning

The board discharges its responsibilities through regularly scheduled meetings as well as telephonic meetings, action by written consent and other communications with management, as appropriate. DXC expects directors to attend all meetings of the board and the board committees upon which they serve, and all annual meetings of DXC’s stockholders at which the directors are standing for election or re-election as directors.

DXC holds an annual meeting that shareholders can attend and where they may ask questions. Our board members periodically engage with employees and leadership team members and conduct investor outreach through our annual Investor Day and through direct interactions. Our CEO, who is a board member, holds town halls with employees and regularly meets with investors, customers and other interested parties.

We are committed to providing transparency about our board and committee evaluation process. Our board uses the following multipart process for its ongoing self-evaluation to ensure that the board is operating effectively and that its processes reflect best practices:

• Annual self-evaluations
• External evaluator
• Individual director assessments

In addition, the Nominating/Corporate Governance Committee periodically assesses the collective skills and experiences of our board, comparing them to the company’s long-term strategy. (Source: SEC filing 2022, pp.17-23)

The DXC Board of Directors provides oversight of the ESG program, ensuring that we have the governance, long-term strategy and processes to manage ESG outcomes that meet the needs of stakeholders. DXC’s global leadership team, which comprises members of the C-suite and regional business executives, ensures that ESG outcomes are aligned with stakeholder needs. The global leadership team is updated regularly on the broad ESG issues affecting the business. The team provides input on the long-term strategy and drives initiatives in the various business areas they oversee. Additional information can be found in our 2022 TCFD report, pp.4-5.

c. Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review:

The board discharges its responsibilities through regularly scheduled meetings as well as telephonic meetings, action by written consent and other communications with management, as appropriate. DXC expects directors to attend all meetings of the board and the board committees upon which they serve, and all annual meetings of DXC’s stockholders at which they are standing for election or re-election as directors. (Source: SEC filing 2022, p.17)

During the fiscal year ended March 31, 2022, DXC held five meetings of the full DXC Board of Directors, the board’s Audit Committee held eight meetings, the board’s Compensation Committee held six meetings, the board’s Nominating/Corporate Governance Committee held five meetings, and the Risk Committee, which was eliminated on August 17, 2021, held one meeting. No DXC director on the DXC Board of Directors as of March 31, 2022 attended fewer than 91% of the aggregate of (1) the total number of board meetings that occurred while they were a member of the board, and (2) the meetings held by each board committee on which they served. Each of the DXC directors then serving attended the 2021 Annual Meeting of Stockholders. (Source: SEC filing 2022, p.19)
Disclosure 2-13: Delegation of Responsibility for Managing Impacts

a. Describe how the highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment, and people:

The president and chief executive officer (CEO) is the senior-most executive at DXC and the chairman of the Board of Directors. The CEO drives the organization’s overall business strategy, setting the tone and direction for all 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 chief operating officer (COO) reports directly to the CEO and briefs the Board of Directors on ESG matters at least quarterly. The CEO has delegated the execution of DXC’s ESG program to the COO, who is responsible for overseeing initiatives, programs and policies related to the company’s ESG and climate strategy. The COO is also responsible for related initiatives that have a significant impact on our overall carbon footprint, DXC’s data center optimization program, implementation of our virtual-first business model and the advancement of our circular economy engagement through optimization of IT asset refurbishment and recycling programs. Together, these programs will reduce DXC’s greenhouse gas emissions, overall energy consumption and dependence on daily work commutes and business travel.

b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization’s impacts on the economy, environment, and people:

DXC enhanced the governance of the ESG program to include a multitiered process involving the Board of Directors, the global leadership team, the ESG Executive Steering Committee and the ESG Working Group. Each of these governing bodies ensures that our approach incorporates broad perspectives to address stakeholder needs while delivering on our commitment to sustainable business.

The DXC Board of Directors provides oversight of the ESG program, ensuring 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. The COO updates the committee on ESG status at every committee meeting and provides an update to the full board annually.

The CEO drives the organization’s overall business strategy, setting the tone and direction for all ESG matters, including climate-related objectives. The CEO has delegated the execution of DXC’s ESG program to the COO, who is responsible for overseeing initiatives, programs and policies related to the company’s ESG and climate strategy. The COO is also responsible for related initiatives that have a significant impact on our overall carbon footprint and DXC’s data center optimization program, as well as shifting our colleagues to a largely virtual business model and advancing our circular economy engagement through optimization of IT asset refurbishment and recycling programs. Together, these programs will reduce DXC’s GHG emissions, overall energy consumption, and dependence on daily work commutes and business travel.

DXC’s global leadership team, which comprises members of the C-suite and regional business executives, ensures that ESG outcomes are aligned with stakeholder needs. The global leadership team is updated regularly on the broad ESG issues affecting the business. They provide input on the long-term strategy and drive initiatives in the various business areas they oversee.

DXC’s ESG Executive Steering Committee is the primary governance body guiding DXC’s cross-functional ESG strategy. Committee members include the COO, chief human resources officer, chief financial officer, chief information officer, general counsel, regional presidents and service offering presidents. The committee meets quarterly to discuss ESG commitments, strategy and goals. Responsibilities include:

- Supporting DXC’s ongoing commitment to ESG matters
- Promoting ESG alignment with business processes and decisions
- Assisting with developing ESG strategy and goals
• Monitoring and anticipating evolving ESG requirements and appropriate responses
• Providing disclosure guidance.

For additional information, please see our 2022 TCFD report, pp. 4-5.

Disclosure 2-14: Role of the Highest Governance Body in Sustainability Reporting

a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information: DXC's Board of Directors receives regular briefings on ESG status, including review of ESG disclosures and reporting.

b. If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this: Not applicable, as the highest governance body is responsible for reviewing and approving the reported information.

Disclosure 2-15: Conflicts of Interest

a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated: DXC's Code of Conduct, Conflicts of Interest (COI) Policy, and our values require directors, officers, executives, employees and representatives to disclose all known, apparent or potential conflicts of interest to DXC as they arise. Conflict disclosures must be notified to line management and the Ethics and Compliance Office (ECO). Additionally, DXC identifies particular employees based on seniority, influence or decision-making authority and requires them to complete a COI disclosure questionnaire, which helps to highlight any situations that may present an actual, potential or apparent COI. Once they are disclosed, COIs shall be evaluated and dispositioned in a timely manner.

b. Report whether conflicts of interest are disclosed to stakeholders: Investigation case metrics are periodically provided to the Board of Directors, and when deemed necessary, conflicts of interest matters are disclosed.

Disclosure 2-16: Communication of Critical Concerns

a. Describe whether and how critical concerns are communicated to the highest governance body: The Ethics and Compliance Office (ECO) reports on the activities and effectiveness of DXC's Ethics and Compliance (E&C) program to the Board of Directors and management. The ECO, under the authority of the Chief Ethics & Compliance Officer (CECO), is chartered by the Board of Directors to promote an organizational culture that encourages ethical conduct and a commitment to compliance with DXC's Code of Conduct, with internal company policies and with the law, wherever DXC conducts business. The ECO is also chartered to exercise due diligence to prevent and detect criminal and unethical conduct and to coordinate investigations of known or suspected criminal and unethical conduct globally through the promotion and use of DXC's always available, confidential, anonymous, toll-free and web-enabled advice and reporting channel, called OpenLine. This channel is available to all directors, officers/executives, managers, employees and representatives of DXC around the world to report known or suspected violations of the Code of Conduct, internal policy and the law and/or to seek ethical advice and guidance, and it complements our other means of communication, such as the SpeakUp! DXC reporting program.

b. Report the total number and nature of critical concerns that were communicated to the highest governance body during the reporting period: DXC Technology is a publicly traded U.S. corporation. Any material incidents, investigations, proceedings, complaints or lawsuits have been notified, as required, to the U.S. SEC. Those filings are publicly available on the SEC website.
Disclosure 2-17: Collective Knowledge of the Highest Governance Body

a. **Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development:** The board recognizes the importance of its members keeping current on DXC and industry issues and of their responsibilities as directors. All new directors attend orientation training soon after being elected to the board. Also, the board encourages attendance at continuing education programs, which may include internal strategy or topical meetings, third-party presentations and externally offered programs.

The board or one of its committees receives quarterly updates on the company’s sustainability program, which includes environmental and social performance, risk management, ethics and compliance and other matters of significance. (Source: SEC filing 2022, p.32)

Disclosure 2-18: Evaluation of the Performance of the Highest Governance Body

a. **Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization’s impacts on the economy, environment, and people:** We are committed to providing transparency about our board and committee evaluation process. Our board uses a multipart process for its ongoing self-evaluation to ensure that it is operating effectively and that its processes reflect best practices: (Source: SEC filing 2022, p.17-23)

- Annual self-evaluations
- External evaluator
- Individual director assessments

b. **Report whether the evaluations are independent and on the frequency of the evaluations:** Our board evaluation process includes an external evaluator. In FY20, the evaluation was facilitated by an outside consultant with significant corporate governance experience. In this process, the outside consultant administered a survey and interviewed directors who provided input regarding the leadership, performance, and effectiveness of the board and each committee on which they served. The outside consultant reviewed the results of its evaluation with the Nominating/Corporate Governance Committee and the full board and made recommendations for improvements as appropriate.

c. **Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices:** The Nominating/Corporate Governance Committee periodically assesses the collective skills and experiences of our board, comparing them to our long-term strategy. (Source: SEC filing 2022, p.23)

Disclosure 2-19: Remuneration Policies

a. **Describe the remuneration policies for members of the highest governance body and senior executives:** 2022 Proxy Statement / Executive Compensation / Compensation Discussion and Analysis (pp.37-39)

b. **Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization’s impacts on the economy, environment, and people:**

<table>
<thead>
<tr>
<th>Entitled to Incentive</th>
<th>Type of Incentive</th>
<th>Activity Incentivized</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Operating Officer (COO)</td>
<td>Monetary reward</td>
<td>Corporate ESG performance</td>
<td>The success of DXC’s ESG program, including climate-related performance, is one of many objectives on which the COO’s performance is evaluated. Overall goal achievement is part of</td>
</tr>
<tr>
<td>Entitled to Incentive</td>
<td>Type of Incentive</td>
<td>Activity Incentivized</td>
<td>Comment</td>
</tr>
<tr>
<td>-----------------------</td>
<td>-------------------</td>
<td>-----------------------</td>
<td>---------</td>
</tr>
<tr>
<td>Vice President (VP), Facilities Management</td>
<td>Monetary reward</td>
<td>Facilities maintenance and efficiency</td>
<td>the evaluation process for DXC’s annual compensation plan.</td>
</tr>
<tr>
<td>Vice President (VP), ESG</td>
<td>Monetary reward</td>
<td>Effective ESG program management</td>
<td>Achievement of facilities-related goals and targets, including efficient management of DXC’s global facilities footprint, is one of many objectives on which the performance of the VP of Facilities Management is evaluated. Overall goal achievement is part of the evaluation process for DXC’s annual compensation plan.</td>
</tr>
<tr>
<td>Global Data Center Operations and Strategy Leader</td>
<td>Monetary reward</td>
<td>Data center maintenance and efficiency</td>
<td>Successful execution of DXC’s ESG program, including climate-related performance, is one of many objectives on which the performance of the VP of ESG is evaluated. Overall goal achievement is part of the evaluation process for DXC’s annual compensation plan.</td>
</tr>
<tr>
<td>All Employees</td>
<td>Nonmonetary reward</td>
<td>Behavior change-related indicator</td>
<td>Achievement of data center goals and targets, including efficient management of DXC’s global data centers, is one of many objectives for which the performance of the Global Data Center Operations and Strategy leader is evaluated. Overall goal achievement is part of the evaluation process for DXC’s annual compensation plan.</td>
</tr>
<tr>
<td>Account Executives (AEs)</td>
<td>Monetary reward</td>
<td>Sales associated with DXC’s low-carbon products</td>
<td>DXC’s Virtual-First program actively promotes employee autonomy regarding where employees work. Flexibility and increased remote work decrease commuting and business travel, reducing Scope 3 emissions.</td>
</tr>
</tbody>
</table>

**Disclosure 2-20: Process to Determine Remuneration**

a. **Describe the process for designing its remuneration policies and for determining remuneration:** Please find this information here: [2022 Proxy Statement / Executive Compensation / Compensation Discussion and Analysis (pp.37-39)]

b. **Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable:** Please find this information here: [2022 SEC Form 8-K]

**Disclosure 2-21: Annual Total Compensation Ratio**

a. **Report the ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual):** Please find more information here: [2022 Proxy Statement / Executive Compensation / Compensation Discussion and Analysis (p.83)]
b. Report the ratio of the percentage increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual): Please find more information here: 2022 Proxy Statement / Executive Compensation / Compensation Discussion and Analysis (p.83)

c. Report contextual information necessary to understand the data and how the data has been compiled: Please find more information here: 2022 Proxy Statement / Executive Compensation / Compensation Discussion and Analysis (p.83)

1.4 Strategy, Policies, and Practices

Disclosure 2-22: Statement on Sustainable Development Strategy

a. Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development: Please see our UN Global Compact Letter: https://www.unglobalcompact.org/participation/report/cop/create-and-submit/active/469178

Disclosure 2-23: Policy Commitments

a. Describe its policy commitments for responsible business conduct: DXC’s Code of Conduct reflects our values and who we are as a company. Our values are the fabric of DXC. They bind us together, regardless of where or how we work, and they position us to succeed on our transformation journey: 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. As we deliver excellence to our customers and colleagues around the world, our ability to serve them depends on an uncompromising commitment to doing the right thing and acting with integrity. DXC intends our Code to apply equally to everyone working at, with, or on behalf of DXC. Our Code of Conduct and our values, together with policy, act as a guide to making good decisions and always conducting ourselves in a responsible manner, helping us to represent DXC with integrity: https://dxc.com/content/dam/dxc/projects/dxc-com/us/pdfs/about-us/leadership-and-governance/DXC-Code-of-Conduct.pdf

DXC maintains numerous policies, all of which to some degrees are focused on responsible business conduct. In addition, DXC annually publishes a Modern Slavery Statement and a Human Rights Statement. The DXC Human Rights Statement was developed in accordance with the tenets of the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. DXC is a member of the UN Global Compact. In their own terms, the commitments stated in these instruments refer to both conducting due diligence and respecting human rights: https://dxc.com/au/en/about-us/leadership-and-governance/code-of-conduct

b. Describe its specific policy commitment to respect human rights: DXC’s Board of Directors is committed to the protection and advancement of human rights and ensuring that our operations in communities around the world function with integrity. This commitment is provided through the DXC Human Rights Statement: https://dxc.com/content/dam/dxc/projects/dxc-com/us/pdfs/about-us/esg/DXC-Human-rights-statement.pdf

DXC is committed to minimizing the risk of all forms of forced labor and human trafficking within our global business and supply chain. DXC forbids any form of slavery, human trafficking, forced labor or child labor, and we are committed to complying with applicable laws prohibiting such exploitation, as evidenced by the DXC Modern Slavery Statement: https://dxc.com/content/dam/dxc/projects/dxc-com/us/pdfs/about-us/esg/DXC-Modern-slavery-statement.pdf

c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this: Please see the following statements for more information:


d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level: Approval for all aspects of our Code of Conduct is provided by the board’s Audit Committee. Any changes to the Code must be reviewed and approved by the committee. Our Modern Slavery Statement is approved by our chairman, president and CEO on behalf of the DXC Leadership Team and Board of Directors. Substantive changes to both statements require a new review and approval process.

e. Report the extent to which the policy commitments apply to the organization’s activities and to its business relationships: Our global master services agreements and contracts include our Responsible Supply Chain Principles, which reference human rights and modern slavery/human trafficking. Our purchase order terms and conditions (POTAC) also include a modern slavery/human trafficking clause as well as a Responsible Supply Chain Principles clause. The DXC Responsible Supply Chain Principles drive our commitment to fostering sustainable business practices across our global network. We are serious about our environmental, social and financial responsibilities, and we strive to develop good relationships with suppliers who also take them seriously. The DXC Responsible Supply Chain Principles cover five main categories:

- Respecting the basic human rights of our people
- Enforcing labor standards and prohibiting child labor
- Prohibiting corruption and bribery
- Protecting the environment
- Fostering diversity, equity and inclusion

Our suppliers are required to adhere to the DXC Responsible Supply Chain Principles.

f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties: DXC’s Code of Conduct — translated into 16 languages — and all our policies and statements are available 24x7 to all employees on our intranet. Most of these documents are also publicly available to customers and stakeholders on our external web page (please see response to Disclosure 2-23-c).

DXC requires employees to complete our mandatory Code of Conduct training annually. During DXC’s FY22 training cycle 100% of required employees completed the training. DXC also offers training on supply chain transparency to all employees through our online DXC University. Other topics, such as overcoming unconscious bias, mental health awareness, and diversity and inclusion, are also included in trainings offered through DXC University. In FY22, DXC employees completed more than 3.5 million hours of learning through instructor-led, virtual instructor-led and web-based training.

Disclosure 2-24: Embedding Policy Commitments

a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships: DXC has established the DXC
Responsible Supply Chain Principles to speak to the commitments we make to our customers and our business relationships built on trust and personal responsibility. They establish the standards required for conducting business with DXC. DXC’s own Human Rights Statement was developed in accordance with the tenets of the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights: https://dxc.com/content/dam/dxc/projects/dxc-com/us/pdfs/about-us/esg/DXC-Supply-chain-principles.pdf

The DXC ECO conducts ethics and compliance-related training for employees around the globe, with a 100% completion rate for those employees required to complete the training.

**Disclosure 2-25: Processes to RemEDIATE Negative Impacts**

a. **Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to:** We are committed to operating in a manner that protects the environment and the health and safety of our employees, contractors, and customers and the communities in which we conduct business. DXC will meet or exceed all applicable compliance obligations (voluntary and mandatory), customer commitments, and other environmental requirements to which we subscribe. This includes corporate reporting under recognized ESG frameworks, as evidenced by our DXC Environmental Policy: https://dxc.com/content/dam/dxc/projects/dxc-com/us/pdfs/about-us/esg/DXC-Environment-health-and-safety-EHS-policy.pdf

b. **Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in:** As DXC is a UN Global Compact signatory, our DXC values, Code of Conduct and policies set the expectation that employees, and anyone working with or on behalf of DXC, seek advice on and report any misconduct, including that related to modern slavery — whether witnessed or suspected.

We strive to create an inclusive, supportive culture that encourages speaking up without fear of retaliation. DXC does not tolerate direct or indirect retaliation against anyone seeking advice or reporting a concern. Our DXC SpeakUp! program establishes several open, confidential and, where allowed by law, anonymous channels for people to seek advice or report concerns, which include:

- The relevant employee's manager, “skip-level” manager or any other individual in their management chain
- Human Resources or Legal
- DXC's Ethics and Compliance mailbox, ethics@dxc.com
- The SpeakUp! DXC mailbox, speakup@dxc.com
- OpenLine, DXC’s always-available, confidential, anonymous, toll-free and web-enabled advice and reporting channel
- Internal Audit

The SpeakUp! DXC program is also open to our suppliers, contractors and their employees. DXC’s Ethics and Compliance Office (ECO) oversees the various platforms and channels noted above, to facilitate raising of questions and concerns by DXC employees, contractors and others, and help with early identification and management of issues.

c. **Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to:** DXC has reaffirmed its commitment to the Ten Principles of the UN Global Compact on human rights, labor standards, protection of the environment, and anti-corruption. DXC is focused on delivering excellence for our customers and our colleagues, and we are committed to improving the communities in which we live and work. We express our ongoing support to advance the Ten Principles within our company and all those we influence.
Confidentiality, anonymity and DXC’s stance on retaliation: We know there may be some reluctance to ask questions or report misconduct. For this reason, we offer multiple channels to increase comfort with asking questions or reporting misconduct. Where permitted by law (which it is in many countries), a report can be made anonymously. Also, in our efforts to resolve reported issues, DXC controls access to reported information, allowing its distribution to only those who need it to properly investigate misconduct. DXC expressly forbids retaliation, direct or indirect, against any employee who in good faith reports misconduct or participates in a company investigation of misconduct. DXC is committed to conducting a fair and thorough review of all actionable concerns, to maintaining employee confidence and confidentiality to the extent the law permits, and to protecting employee personal data, as appropriate and in accordance with DXC’s Privacy Policy and the OpenLine Notice.

d. Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms: DXC strives for continuous improvement in our support programs, processes and communications. Our DXC intranet contains numerous contacts for a variety of inquiries where suggestions, issues or concerns can be addressed. DXC launched an internal simplification initiative encouraging our colleagues from around the globe to help us in identifying inefficient processes. As part of this, all our employees can send their improvement ideas and suggestions to simplification@dxc.com on the DXC intranet.

The DXC HR organization conducts periodic employee surveys to measure the pulse of the employee workforce in all our operations worldwide, so as to understand and respond to the ever-changing needs of our colleagues. Results are analyzed, discussed and implemented in our programs and processes when proven useful.

For confidential assistance, the Employee Assistance Program, SpeakUp@dxc.com and OpenLine (please see Disclosure 2-26-a) are accessible via the DXC intranet home page.

During FY22, we kept our global COVID-19 Command Center open 24x7 for relevant inquiries: COVID-19 Command Center – DXC Response Operations Center (D-ROC) hotline #1-443-569-0886.

e. Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback: DXC conducts various benchmarking studies by tracking data points related to employee survey feedback, ECO investigations (which lead to targeted training activities), customer surveys and partner surveys. This allows for trend analysis as relates to a variety of grievances. Input is continually solicited as to the grievance mechanism’s accessibility and ease of use.

Disclosure 2-26: Mechanisms for Seeking Advice and Raising Concerns

a. Describe the mechanisms for individuals to:

i. seek advice on implementing the organization’s policies and practices for responsible business conduct

ii. raise concerns about the organization’s business conduct

DXC maintains a worldwide toll-free and internet-based helpline called DXC OpenLine. DXC OpenLine is part of the SpeakUp! DXC program that establishes several open, confidential and, where allowed by law, anonymous channels for people to seek advice or report concerns, which include:

- The relevant employee’s manager, “skip-level” manager or any other individual in their management chain
- Human Resources or Legal
- DXC’s Ethics and Compliance mailbox, ethics@dxc.com
- The SpeakUp! DXC mailbox, speakup@dxc.com
• OpenLine, DXC’s always-available, confidential, anonymous, toll-free and web-enabled advice and reporting channel
• Internal Audit

The SpeakUp! DXC program is open also to our suppliers, contractors and their employees. DXC’s Ethics and Compliance Office (ECO) oversees the various platforms and channels, to facilitate the raising of questions and concerns by DXC employees, contractors and others, and help with early identification and management of issues. ECO, under the authority of DXC’s chief ethics and compliance officer, is chartered by the Board of Directors to operate and publicize this capability to all DXC representatives around the world to report known or suspected violations of the DXC Code of Conduct, for internal policy and the law, or to seek ethical advice and guidance. All employees and representatives of DXC are strongly encouraged to report known or suspected violations of the Code of Conduct, DXC policy, or any law in any DXC jurisdiction. All DXC employees and new hires have to complete an annual mandatory training that covers, among many other topics, all aspects of how to raise concerns regarding human rights issues and discrimination.

Disclosure 2-27: Compliance with Laws and Regulations

a. Report the total number of significant instances of noncompliance with laws and regulations during the reporting period, and a breakdown of this total by:
   i. instances for which fines were incurred
   ii. instances for which nonmonetary sanctions were incurred

   In FY22, DXC Technology did not experience any significant instance of noncompliance with laws and regulations. No fines were incurred, and no nonmonetary sanctions were incurred.

b. Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:
   i. fines for instances of noncompliance with laws and regulations that occurred in the current reporting period: Not applicable
   ii. fines for instances of noncompliance with laws and regulations that occurred in previous reporting periods: Not applicable

c. Describe the significant instances of noncompliance: Not applicable

d. Describe how it has determined significant instances of noncompliance: Not applicable
Disclosure 2-28: Membership Associations

DXC maintains memberships with or otherwise engages with the following organizations (note: AmCham, listed for several regions, refers to: American Chamber of Commerce):

**DXC Global**

- The Open Group
- Signatory of Cybersecurity Tech Accord
- Signatory of UN Global Compact Network Inc.
- Women in Technology International

**DXC Americas**

- APQC – American Productivity & Quality Center
- Cornell University
- Disability:IN (formerly, the U.S. Business Leadership Network)
- Where Women Work

**DXC Australia/New Zealand**

- Committee for Economic Development of Australia (CEDA)
- Australian Information Industry Association (AIIA)
- Trans-Tasman Business Circle
  - AmCham in Australia
  - Business Council of Australia (BCA)
- Diversity Council of Australia
- Australian Network on Disability
  - **DXC Dandelion Program**
    - Autism Australia
    - Autism NZ
    - Autism SA
    - Autism WA
    - Autism Queensland
  - **DXC First Nations Program**
    - Kinaway
    - Reconciliation Australia
    - Supply Nation
  - **Veterans**
    - Salvation Army
    - Technical partnerships with VMware, IBM, Microsoft
    - Employment partnerships with Returned Services League, QLD, Helping Heroes, Wright Management, Fortem, Soldier On
    - University of Southern Queensland Veterans Cybersecurity Intern Program
    - Signed the pledge with AmCham’s “Give a vet a go” program
    - Signed on for the Prime Minister’s Veteran Employment Program
    - Signed the Fortem First Responders Pledge

**DXC Belgium**

- Agoria
- Plug and Play Maritime
DXC Brazil
- Girls in IT

DXC Denmark
- AmCham in Denmark
- Dansk Erhverv

DXC France
- Numeum (new name of Syntec)
- Programme Fitec (professional reconversion toward digital professions)
- Hello Handicap (DXC France is part of Tourettes Action online events twice a year — only for candidates with disabilities)
- Groupe NEA (outsourcing of services to people with disabilities)
- Agefiph

DXC Germany
- Initiative D21 e.V.

DXC Hungary
- The John von Neumann Computer Society

DXC Italy
- Coder Dojo Association
- Anitec Assinform Italy
- Member of Confindustria
- Founding member of the Confindustria Digitale Federation
- Ambrosetti
- CEOforLife

DXC Netherlands
- NL Digital
- FME

DXC Poland
- Association of Business Service Leaders (ABSL)
- CionetPolska
- Polska Izba Informatyki (PIT)
- Czublun&Trębicki
- Bird&Bird
- UnitedLEX
- Husarski Michalski Tax Consultancy

DXC Romania
- ABSL
- AmCham in Romania
DXC Serbia
- AmCham in Serbia
- Chamber of Commerce of Serbia

DXC Slovakia
- Nadacia Pontis
- AmCham in Slovakia
- Slovak Compliance Circle (SCC)
- Partnerstva Pre Prosperitu (PPP)
- IT Asociacia Slovensk (ITAS)

DXC Spain
- Club Asturiano de Calidad
- Fundación Alares
- Fundación ONCE
- Fundación Adecco
- Fundación Human Age. Integration program
- Fundación DKV Integralia
- Asociación de Usuarios de SAP España (AUSAPE)
- Asociación Española de Usuarios de Telecomunicaciones y de la Sociedad de la Información (AUTELESI)
- Asociación Española de Empresas de Consultoría (AEC)
- Asociación Para el Progreso de la Dirección (APD)
- Asociación INESE (Instituto de Estudios de Seguros) (community of professionals in the insurance sector)
- Asociación DIRCOM (Directores de Comunicación)
- Asociación CEX (Asociación de Compañías de Experiencia con Cliente) (related to customer experience)
- Asociación LARSEN (Asociación de líderes digitales de grandes empresas y organizaciones en España) (digital leaders for big companies in Spain)
- Cercle Tecnològic de Catalunya (we are a sponsoring partner)

DXC Portugal
- AmCham in Portugal
- DigitalwithPurpose.org

DXC Sweden
- Jobspranget

DXC Switzerland
- AmCham in Switzerland
- Swiss IT Intelligence Communities (SITIC)
- Swico
- National Chamber
- Zürcher Handelskammer
- eCH
1.5 Stakeholder Engagement

Disclosure 2-29: Approach to Stakeholder Engagement

a. Describe its approach to engaging with stakeholders: DXC Technology has undertaken a process to identify our key stakeholders, including those who are invested in the organization as well as those who have other relationships with DXC. We have considered the reasonable expectations and interests of stakeholders when reporting against our significant economic, environmental and social impacts. Stakeholders who are likely to use the ESG website materials and reports include shareholders/investors, customers and business partners, employees, suppliers, media, governments and regulators, academic communities, socially responsible investment analysts, change request (CR) professionals and nongovernmental organizations (NGOs).

DXC Technology recognizes that engaging with external and internal stakeholders is an essential part of responsible business practice, helping us to define our sustainability strategy, share our progress and improve our reporting. We do so in a variety of ways, including annual customer surveys, collaboration websites, committee memberships and face-to-face dialogue. We regularly engage with a number of our key stakeholders through a series of in-depth interviews to review and inform our decision making around our issues matrix and participate in a wider discussion to understand the key sustainability issues faced by our customers and partners, going forward. Their valuable insights continuously help us to clarify the content of our reporting and the goals and metrics against which we are reporting.

Finally, the launch of the UN 17 Sustainable Development Goals (SDGs) is a significant incentive for businesses to support global cooperation toward developing a more sustainable world. As a global company, we have identified seven SDGs (No. 3, 4, 5, 7, 8, 12, 13) that are closely aligned with our business and internal or community programs. In various countries where we operate, DXC contributes to additional goals that are not currently reported. We will continue to develop our actions to further align our business with other SDGs.

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 that are 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 directly reduce carbon emissions for our customers. Focusing on our customers, colleagues, partners and communities is critical to meeting our commitment to sustainable and responsible business practices that contribute to a better world.

Disclosure 2-30: Collective Bargaining Agreements

a. Report the percentage of total employees covered by collective bargaining agreements (CBAs): We do not report on the percentage of employees who are covered by CBAs (or on those who are covered by other forms of employee representation).
b. For employees not covered by CBAs, report whether the organization determines their working conditions and terms of employment based on CBAs that cover its other employees or based on CBAs from other organizations: Working conditions for employees who are not covered by CBAs are based on individual negotiations and the local legal framework.
2  GRI 200: GRI Economic Topics

2.1 GRI 201: Economic Performance

Disclosure 201-1: Direct Economic Value Generated and Distributed

Disclosure 201-2: Financial Implications and Other Risks and Opportunities Caused by Climate Change
DXC recognizes the need to measure, interpret and analyze climate risks and opportunities to inform our efforts internally and for our customers to combat environmental degradation. For further details on DXC's climate-related risk, opportunity and financial implications, please see our 2022 CDP report.

Disclosure 201-3: Defined Benefit Plan Obligations and Other Retirement Plans
This information varies by country. For information on overall costs, obligations, and assets related to DXC Technology's Defined Benefit Plans, see Note 15 - Pension and Other Benefit Plans of DXC Technology's 2022 Annual Report, pp.107-112.

Disclosure 201-4: Financial Assistance Received from the Government
We are currently the beneficiary of state and local government incentives in New Orleans, Louisiana (USA), related to our Digital Transformation Center located there; these incentives expire in various fiscal years through 2028.

2.2 GRI 204: Procurement Practices

Management Approach Disclosures for Procurement Practices

DXC Technology's suppliers form an integral part of our sustainability strategy which is why the DXC Responsible Supply Chain Principles were established. The principles cover five main categories: human rights, labor conditions, anti-corruption concerns, environmental protection, and diversity, equity and inclusion. These principles speak to the commitments we make to our customers and the relationships we build, based on trust and personal responsibility. They establish the standards required for conducting business with DXC.

Accordingly, our goal is to work with our suppliers to ensure their full compliance with these principles as they in turn apply the principles to suppliers with whom they work to deliver goods and services for DXC. We will consider these principles in our selection of suppliers, and DXC reserves the right to monitor supplier processes and procedures against these principles as part of DXC's ongoing Responsible Supply Chain program.

Today, governments worldwide are challenged by increased citizen demand for service, combined with pressure to do more with less and to use electronic government channels to speed the delivery of services. These drivers — along with the growing need for government departments to function more securely and effectively — shape the reality that is facing governments at all levels. DXC’s primary objective is to enable governments to focus on their core missions and become more agile. This goal frequently is achieved in collaboration with small businesses.

DXC engages small businesses not only as a government contracting requirement but also in the spirit of good citizenship and growing the global economy. The result is a win-win situation for all involved that adds value to our government customers with innovative solutions.
Disclosure 204-1 Proportion of Spending on Local Suppliers

DXC procures goods and services from suppliers located in more than 70 countries. We have sourcing strategies that incorporate a combination of global, regional and local suppliers to meet the needs of our customers most effectively. As such, we do not have a particular preference for local suppliers but look at our entire business needs to optimize supplier selection. Our supply chain mirrors our employee and customer base: global, diverse and inclusive. DXC engages small businesses in the spirit of good citizenship and growing the global economy.

2.3 GRI 205: Anti-corruption
Management Approach Disclosures for Anti-Corruption

DXC Technology has an anti-corruption program that includes continuous risk assessment activities to identify corruption risks and risk mitigation activities. DXC uses various factors in our risk assessment, including Corruption Perceptions Index (CPI) scores, size of the business, number of third parties, type of business and number of public sector customers. DXC’s Code of Conduct, company policy and company values require DXC directors, officers, executives, employees, and representatives to disclose all known, apparent or potential conflicts of interest to DXC as they arise. Conflict disclosures must be notified to line management and the ECO. Once disclosed, conflicts shall be evaluated and dispositioned in a timely manner. Agreements to eliminate, avoid or otherwise mitigate conflicts of interest shall be well documented. Conflicts of interest are included in the DXC Code of Conduct and its related training, and anti-corruption training is included as part of this training required of our employees. Additional, targeted training in anti-corruption is given throughout the year as needed to various employees and business partners in high-risk regions or holding certain roles within the organization. Furthermore, DXC participates in various collective action activities, including policies and procedures on anti-corruption, “Tone at the Top” messaging from senior management, a third-party due diligence program, online training opportunities on anti-corruption issues, and ongoing audit and monitoring activities to address our highest risks.

Our Anti-Corruption Policy begins by stating that we will compete fairly for business solely on the merits of its 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-party commercial intermediaries will be engaged only with a written agreement and only after a satisfactory evaluation of a comprehensive, risk-based, independent due diligence inquiry regarding business integrity. DXC policy requires that all business development gift and/or hospitality expenditures be recorded accurately and completely in DXC’s books and records, where no false, misleading, incomplete, inaccurate or artificial entries are to be knowingly made for any reason.

Disclosure 205-1: Operations Assessed for Risks Related to Corruption

DXC takes practical actions to assess risk in our operations, including risks related to corruption. DXC’s Code of Conduct, company policy and our company values require DXC directors, officers, executives, employees and representatives to disclose all known, apparent or potential conflicts of interest to DXC as they arise. Conflict disclosures must be notified to line management and the ECO. Once they are disclosed, conflicts shall be evaluated and dispositioned in a timely manner. Agreements to eliminate, avoid or otherwise mitigate conflicts of interest shall be well documented. DXC competes vigorously and fairly for business solely on the merits of its competitive offerings. DXC shall not offer, promise, give or accept money or anything of value to or from government officials, political parties or commercial-sector parties to improperly obtain or retain business, secure an improper advantage or otherwise influence improper action. DXC complies with the U.S. Foreign Corrupt Practices Act (FCPA) and the United Kingdom Bribery Act (UKBA). Beyond the transnational reach of the FCPA and UKBA, DXC also abides by the local anti-corruption statutes of other nations, almost all of which have some form of antibribery law to prohibit improper payments to government officials of any payment amount. DXC maintains policies and process controls for risk areas such as business amenities and contributions, use of third-parties, facilitation payments and money laundering.
DXC requires employees to complete our mandatory Code of Conduct training annually. During DXC’s FY22 training cycle 100% of required employees completed the training. The latest Code of Conduct training was launched on February 14, 2022 (DXC FY22).

Disclosure 205-3: Confirmed Incidents of Corruption and Actions Taken
It is the policy of DXC to not share externally information on internal risk assessments, policy documents, communications or internal investigations. DXC’s Code of Conduct is available for public viewing at https://dxc.com/content/dam/dxc/projects/dxc-com/us/pdfs/about-us/leadership-and-governance/DXC-Code-of-Conduct.pdf.

In addition, DXC’s policy on anti-corruption is as follows: DXC has zero tolerance for bribery, kickbacks and other improper payments. We are committed to succeeding on the merits of our competitive offerings and the value we bring to customers. For this reason, we do not make or take bribes or kickbacks to or from anyone to obtain, retain or direct business or to secure any other business advantage — nor does the company permit any other person or entity to do so on our behalf — at any time, in any public or private sector market, or in any circumstance.

2.4 GRI 206: Anticompetitive Behavior
Management Approach Disclosures for Anti-Competitive Behavior
As a large multinational corporation doing business across the globe, from time to time, DXC may be involved in various legal proceedings in the ordinary course of business. As a U.S. public company, DXC discloses any material legal matters in its corporate filings, as required by U.S. regulations. During the reporting period for FY22, DXC did not have any material legal actions regarding anticompetitive behavior or violations of antitrust and monopoly legislation in which the organization has been identified as a participant. We have an Antitrust and Competition Compliance policy covering anticompetitive behavior, antitrust and monopoly practices. We are committed to the principles of fair competition and the regulation of activities to ensure compliance with antitrust 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.

Disclosure 206-1: Legal Actions for Anticompetitive Behavior, Antitrust, and Monopoly Practices
Number of legal actions pending or completed during the reporting period regarding anticompetitive behavior and violations of antitrust and monopoly: DXC had no material legal actions pending or completed.

Main outcomes of completed legal actions, including any decisions or judgments: None

2.5 GRI 207: Tax 2019
Management Approach Disclosures for Tax
For information on how DXC manages tax, please see our 2022 Annual Report (pp.110-118).

Disclosure 207-1: Approach to Tax
As a multinational corporation doing business in over 70 countries, our approach to tax includes our commitment to being compliant with numerous and often complex and ever-changing tax rules and reporting requirements while maintaining a tax-efficient profile in a manner that also contributes 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.
Disclosure 207-2: Tax Governance, Control, and Risk Management
DXC Technology assesses tax risk based upon both local country and U.S. tax reporting and accounting standards (e.g., ASC740, ASC450, International Financial Reporting Standards [IFRS], Organization for Economic Co-operation and Development [OECD]) and various guidelines proscribed by various government or regulatory agencies for internal controls (e.g., Sarbanes Oxley [SOX], Committee of Sponsoring Organizations [COSO] framework, or similar local country guidelines), including testing of controls and reporting through our internal audit and SOX functions.


For detailed information on management’s assessment of internal controls, see Item 9a, “Controls and Procedures,” in DXC Technology’s 2022 Annual Report.

Disclosure 207-3: Stakeholder Engagement and Management Concerns Related to Tax
Management concerns related to tax include the U.S. tax legislation imposing a one-time transition tax (or “repatriation tax”), difficulties associated with repatriating earnings generated or held abroad in a tax-efficient manner, and continual changes in tax laws.

For additional details on these items, see Item 1A, “Risk Factors,” in DXC Technology’s 2022 Annual Report.

Disclosure 207-4: Country-by-Country Reporting
We comply with U.S. and OECD guidelines for reporting financial, economic and tax-related information in the jurisdictions in which we operate.
3 GRI 300: GRI Environmental Topics

Management Approach Disclosures for Energy and Emissions

As a leading global IT services company, DXC’s most significant environmental impacts relate to carbon emissions associated with energy consumption from our facilities, and to a lesser degree, the disposal of electronic assets. DXC’s management of environmental impacts is done in accordance with a number of frameworks and standards, which include TCFD, SASB, GRI, SDGs, ISO 14001, ISO 50001 and the Greenhouse Gas Protocol. DXC is committed to responsible consumption and production, and accordingly, has set aggressive targets to reduce our climate change impacts (SDGs 7, 12 and 13).

Achievements through FY22 include:

- 50% reduction in Scope 1 & 2 greenhouse gas emissions since our FY19 baseline, exceeding our FY22 target of 20%
- 33% reduction in energy consumption since our FY19 baseline, exceeding our FY22 target of 12%
- 35% of electricity procured from renewable sources, exceeding our FY22 target of 30%

The energy management improvements we have made mitigate against increases in utility process, carbon taxation and security of supply, strengthening the business case for environmental management.

Looking forward, we have committed to setting near-term emissions reduction targets in line with the Science Based Targets initiative (SBTi); we have set a target to reduce emissions by 55% by FY25 against our FY19 baseline.

Disclosure of our energy and emissions occurs annually following the close of our fiscal year; it is communicated via the CDP platform, and our TCFD, SASB and GRI disclosures (reports).

3.1 GRI 301: Materials

Management Approach Disclosures for Materials – ITAD

While DXC is an IT services provider, provision of electronic hardware and infrastructure equipment (desktop computers, laptop computers, printers, monitors and servers) is sometimes included in the services we provide. As part of DXC’s Environmental Plan, we aim to minimize electronic waste. We partner with global IT asset refurbishers/recyclers to maximize the life of IT equipment and minimize electronic waste for our customers and for DXC. When IT assets have met their useful life, they are sent to our refurbish/recycle partners for assessment. Once assessed, our partners employ a three-stage approach:

1. Promote refurbishment and redeployment of equipment where items meet the required specification, extending their life
2. Where items are below the required specification, items will be sold on the market
3. If refurbishment or resale is not feasible, equipment is broken down and recycled.

DXC has multiple approved global partners to manage the collection and recycling of e-waste from DXC and customer operations around the world. These suppliers apply the highest standards to ensure the secure and environmentally compliant disposition of DXC’s retired IT assets as well as the assets of DXC’s customers.

As part of our social value program, and often in partnership with customers, DXC also donates refurbished hardware to schools and charities around the world. These donations have proven time and time again the important role that corporations can play in enabling digital literacy in the communities in which we live and work.
Disclosure 301-1: Materials Used by Weight or Volume, and Disclosure 301-2: Recycled Input Materials Used

Although we do not manufacture materials that are used to produce or package our primary products and services, we take seriously our role as a responsible corporate citizen within our value chain. In partnership with global IT refurbishers and recyclers, we aim to reuse or recycle all hardware beyond its usable life. This feeds into our circular economy approach and aligns with the UN SDG 12 “responsible consumption and production.”

Disclosure 301-3: Reclaimed Products and Their Packaging

Percentage of Reclaimed Products and Their Packaging Materials for Each Product Category

A total of 500,637 units of IT equipment were recovered. 391,537 of these were refurbished and sold, and 109,100 were recycled in FY22. This has saved approximately 22,500 tCO2e, based on information from one of our key partners. These savings contributed to achieving zero e-waste to landfill in FY22 as well as our customers’ climate goals of reducing their Scope 3 emissions.

a. How the data for this disclosure has been collected: Data has been collated from our ITAD providers for materials that are at the end of their operational life. The data has been validated and confirmed by asset category through a third party.

3.2 GRI 302: Energy

Management Approach Disclosures for Energy

As an IT services company, DXC's primary consumption of energy is related to our office facilities and data centers. Management of energy is done in accordance with a number of frameworks and standards, which include TCFD, SASB, GRI, SDGs, ISO 14001 and ISO 50001.

We are motivated to reduce our footprint and optimize to the most efficient footprint that supports our operations. Our innovative virtual-first business model enables the majority of our colleagues to work from anywhere, reducing commutes and business travel while enabling better work-life balance. We expect this model to have a significant impact on our facility footprint and continue to lower our energy consumption for years to come.

Our data centers are core to our strategy and comprise approximately 85% of global electricity consumption. Our data center optimization program, currently underway, 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 customer service operations. We are taking the following measures to reduce greenhouse gas emissions in our data centers:

- Efficient management of cooling distribution required for large-scale IT operations in accordance with ASHRAE TC 9.9 Thermal Guidelines for Data Processing Environments
- Monitoring of trends in power usage effectiveness (PUE) across our global data center portfolio
- Partnering with third-party companies, such as utility suppliers and equipment manufacturers, who can assist us in achieving GHG reductions and sustainability goals
- Monthly global reviews with data center management team and facilities management contractors to ensure implementation of best practices in energy and airflow management
- Strong internal governance of our own IT estate — enabling us to reduce our application and data center footprint and, consequently, reduce our IT-generated carbon emissions by over 50% since 2017, when DXC was formed

Together, the virtual-first program and the data center optimization program will yield long-term benefits that help us meet our climate-related objectives.

Our energy management work also includes fleet vehicle improvements. Since FY19, DXC has decreased our vehicle fleet and miles traveled, contributing to an 88% reduction in fleet-related
emissions. We aim to reduce our carbon footprint by providing lower-emission vehicles and/or electric vehicle options in FY23 and beyond. Approximately 5% of DXC’s fleet is composed of hybrid or fully electric vehicles, and plans are underway to increase that percentage in the coming years.

Disclosure 302-1: Energy Consumption Within the Organization

<table>
<thead>
<tr>
<th></th>
<th>MWh</th>
<th>GJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Natural gas</td>
<td>66,164.0</td>
<td>238,190.5</td>
</tr>
<tr>
<td>Gas oil</td>
<td>5,952.6</td>
<td>21,429.2</td>
</tr>
<tr>
<td>Liquid petroleum gas (LPG) and kerosene</td>
<td>458.2</td>
<td>1,649.6</td>
</tr>
<tr>
<td>Purchased electricity</td>
<td>781,638.4</td>
<td>2,813,898.2</td>
</tr>
<tr>
<td>Purchased heating/cooling</td>
<td>7,690.5</td>
<td>27,685.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>861,903.6</td>
<td>3,102,853.1</td>
</tr>
</tbody>
</table>

b. Total FY22 fuel consumption within DXC from renewable sources, in joules or multiples, including fuel types used:

<table>
<thead>
<tr>
<th></th>
<th>MWh</th>
<th>GJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-generated onsite electricity</td>
<td>1,062.2</td>
<td>3,824.0</td>
</tr>
<tr>
<td>Purchased renewable electricity</td>
<td>421,330.9</td>
<td>1,516,791.2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>422,393.1</td>
<td>1,520,615.2</td>
</tr>
</tbody>
</table>

c. Total joules, watt-hours, or multiples:

<table>
<thead>
<tr>
<th></th>
<th>MWh</th>
<th>GJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity consumption</td>
<td>1,202,969.3</td>
<td>4,330,689.4</td>
</tr>
<tr>
<td>Heating, cooling and steam consumption</td>
<td>7,690.5</td>
<td>27,685.7</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>66,164.0</td>
<td>238,190.5</td>
</tr>
<tr>
<td>Diesel</td>
<td>5,952.6</td>
<td>21,429.2</td>
</tr>
<tr>
<td>Kerosene/LPG</td>
<td>458.2</td>
<td>1,649.6</td>
</tr>
<tr>
<td>Onsite Renewable Generation</td>
<td>1,062.2</td>
<td>3,824.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,284,296.8</td>
<td>4,623,468.3</td>
</tr>
</tbody>
</table>
d. **Total joules, watt-hours, or multiples:**

<table>
<thead>
<tr>
<th></th>
<th>MWh</th>
<th>GJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity sold</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Heating sold</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Cooling sold</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Steam sold</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

e. **Total energy consumption within DXC, in joules or multiples:** 1,284,296.8 MWh/4,623,468.3 GJ

f. **Standards, methodologies, assumptions, and/or calculation tools used:**

We align our methodology to ISO 14064-3:2016 and the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Sites over which we have operational control and that are larger than 2,000 square feet in size are within the scope of reporting. Data is based on meter readings, supplier invoices and supply logs, wherever possible. If these are not available, we estimate based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size and operation, recognizing that offices and data centers have different consumption patterns.

g. **Source of the conversion factors used:**


To convert natural gas:

- For cubic feet to kilowatt hours, multiply by 0.311 (= 0.011 kWh/L × 28.32 L/ft³)
- For megajoules to kilowatt hours, multiply by 0.278
- For therms to kilowatt hours, multiply by 29.31

To convert stationary fuel (gas oil):

- For liters to kilowatt hours, multiply by 10.74

**Disclosure 302-2: Energy Consumption Outside the Organization**

There was no energy consumption in joules or multiples outside of the organization.

**Disclosure 302-3: Energy Intensity**

a. **Energy intensity ratio for the organization:** FY22 was 78.96 MWh/revenue ($millions), a 4.5% reduction from FY21’s 82.69 MWh/revenue ($millions)

b. **Organization-specific metric (the denominator) chosen to calculate the ratio:** Revenue ($millions)

c. **Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all:** All Scope 1 and 2 consumed energy

d. **Whether the ratio uses energy consumption within the organization, outside of it, or both:** Within the organization
Disclosure 302-4: Reduction of Energy Consumption

a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples: 27,452.4 GJ

b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all: Electricity

c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it: FY22 data has been used for these calculations.

d. Standards, Methodologies, Assumptions, and/or Calculation Tools Used: Savings approach performed in line with the International Performance Measurement and Verification Protocol (IPMVP)

Disclosure 302-5: Reductions in Energy Requirements of Products or Services

Not applicable

Data Center Management Indicators (Non-GRI)

a. Percentage of electricity as percentage of total energy: 97.86% in FY22

b. Renewable energy as percentage of total energy: 37.04% in FY22

Results: DXC has achieved the ISO 50001 Energy Management Standard across strategic data centers in FY22.

3.3 GRI 303: Water and Effluents

Management Approach Disclosures for Water and Effluents

As an IT services company, DXC’s primary use of water is related to kitchen and bathroom use in office facilities and related to cooling for some of our data centers. Management of water is done in accordance with a number of frameworks and standards, which include TCFD, SASB, GRI, SDGs and ISO 14001.

Many of the facilities DXC occupies are leased facilities, where access to water meters is not under our control. Most of the water is from mains water systems, with wastewater returning to the sewerage network. Where DXC has direct responsibility for site water management, consumption is regularly analyzed and managed. We aim to minimize our consumption of water and implement actions to improve efficiency, which include equipment upgrades, timely maintenance, and employee education on water conservation. Since FY20, DXC has reduced water withdrawal by 46%.

Disclosure 303-1: Interactions with Water as a Shared Resource

Water is consumed as a resource procured from third-party water companies globally and provided via a mains water supply. DXC employees use water as part of their day-to-day operations, and some of our data centers use water for cooling.

There is no material use of water for products or data center operations.

Disclosure 303-2: Management of Water Discharge-Related Impacts

Not applicable

Disclosure 303-3: Water Withdrawal

a. Total water withdrawal from all areas in ML and a breakdown of this total by the following sources, if applicable:
   i. Surface water: 0 ML
   ii. Groundwater: 0 ML
iii. Seawater: 0 ML
iv. Produced water: 0 ML
v. Third-party water: 1,463 ML from mains suppliers

b. Total water withdrawal from all areas with water stress in ML and a breakdown of this total by the following sources, if applicable:
   i. Surface water: 0
   ii. Groundwater: 0
   iii. Seawater: 0
   iv. Produced water: 0
   v. Third-party water: 219 ML, from mains suppliers

Disclosure 303-4: Water discharge
Total water discharge from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
   i. Surface water: 0 megaliters
   ii. Groundwater: 0 megaliters
   iii. Seawater: 0 megaliters
   iv. Produced water: 0 megaliters
   v. Third-party water: 1,463 megaliters to sewerage network

Total water discharge to all areas with water stress in megaliters: 219 megaliters.

No chemicals or substances of concern are contained within the discharged water and for which DXC requires any permits

Disclosure 303-5: Water Consumption
a. Total water consumption from all areas in ML: 0 ML
b. Total water consumption from all areas with water stress in ML: Not applicable
c. Change in water storage in ML, if water storage has been identified as having a significant water-related impact: Not applicable

3.4 GRI 305: Emissions

Disclosure 305-1: Direct (Scope 1) GHG Emissions
a. Scope 1 emissions: 27,241 tCO2e (please note: this figure includes emissions associated with fuel consumption, fleet vehicles and refrigerants)

b. Gases included in the calculation; whether CO2, CH4, N2O, hydrofluorocarbons (HFCs), PFCs, SF6, NF3, or all: CO2, CH4, N2O, and HFCs

c. Biogenic CO2 emissions in metric tons of CO2 equivalent: Not applicable

d. Base year for the calculation, if applicable: DXC Technology’s target base year is FY19, and we set our second round of 3-year reduction targets between FY19 and FY22. Emissions in the base year were 70,222 tCO2e.

e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report ([AR5] 100 year)
f. **Consolidation approach for emissions; whether equity share, financial control, or operational control:** Operational control

g. **Standards, methodologies, assumptions, and/or calculation tools used:** We align our reporting to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. SGS provided external verification in FY22. Lloyd’s Register provided limited assurance to our GHG inventory for FY18, FY19 and FY20, and Carbon Intelligence provided external verification to our GHG inventory in FY21. Sites over which we have operational control are within the scope of reporting. We base data on meter readings, supplier invoices, and supply logs, wherever possible. If these are not available, we use estimation based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size and operation, recognizing that offices and data centers have different consumption patterns.

**Disclosure 305-2: Energy Indirect (Scope 2) GHG Emissions**

- **a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent:** Scope 2 emissions are 414,749 tCO₂e.
- **b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent:** Scope 2 market-based emissions are 329,488 tCO₂e.
- **c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all:** CO₂, CH₄ and N₂O
- **d. Base year for the calculation, if applicable:** DXC’s target base year is FY19, and we set our second round of 3-year reduction targets between FY19 and FY22. Location-based emissions in the base year were 806,180 tCO₂e.
- **e. Source of the emission factors and the GWP rates used, or a reference to the GWP source:** IPCC AR5 (100 year)
- **f. Consolidation approach for emissions; whether equity share, financial control, or operational control:** Operational control
- **g. Standards, methodologies, assumptions, and/or calculation tools used:** We align our reporting to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. SGS provided external verification in FY22. Lloyd’s Register provided limited assurance to our GHG inventory for FY18, FY19 and FY20, and Carbon Intelligence provided external verification to our GHG inventory in FY21. Sites over which we have operational control are within the scope of reporting. We base data on meter readings, supplier invoices and supply logs wherever possible. If these are not available, we might use estimation based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size and operation, recognizing that offices and data centers have different consumption patterns.

For location-based Scope 2 emissions reporting, we convert kWh to CO₂e using:

- India factors from [https://www.cea.nic.in/tpeandcbe.html](https://www.cea.nic.in/tpeandcbe.html)
- European countries’ factors from [https://www.aib-net.org/facts/european-residual-mix](https://www.aib-net.org/facts/european-residual-mix) (total supplier mix), the United States’ factors from [https://www.epa.gov/egrid/download-data](https://www.epa.gov/egrid/download-data), and all other countries’ factors from [http://www.iea.org](http://www.iea.org)
Disclosure 305-3: Other Indirect (Scope 3) GHG Emissions

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent: 1,748,449 tCO₂e

b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃: CO₂, CH₄ and N₂O

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent: Not applicable

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation: For FY22 we are reporting Purchased Goods and Services, Capital Goods, Fuel and Energy-Related Activities, Waste Generated in Operations, Business Travel, Commuting and Remote Working, Upstream Leased Assets. Scope 3 reporting for the past 3 years can be found in our TCFD report.

e. Base year for the calculation: DXC’s target base year is FY19. Emissions in the base year were 106,331 tCO₂e.

f. Source of the emission factors and the GWP rates used, or a reference to the GWP source: We applied 2021 UK government conversion factors “Business Travel – Air with Radiative Forcing” to convert passenger km air travel to CO₂e and “Passenger Vehicles” to convert travel in privately owned vehicles to CO₂e.

g. Standards, methodologies, assumptions, and/or calculation tools used: We align our reporting to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. SGS provided external verification for FY22. Lloyd’s Register provided limited assurance to our GHG inventory for FY18, FY19 and FY20, and Carbon Intelligence provided external verification to our GHG inventory for FY21. We applied 2021 UK government conversion factors “Business Travel – Air with Radiative Forcing” to convert passenger km obtained from our supplier, selected based on the distance (haulage) and class of travel. We used “Passenger Vehicles” factors to convert travel in privately owned vehicles to CO₂e.

Disclosure 305-4: GHG Emissions Intensity

a. GHG emissions intensity ratio for the organization: FY22 (including Scope 1 and 2): 27.17 metric tons CO₂e/revenue ($millions)

b. Organization-specific metric (the denominator) chosen to calculate the ratio: Revenue ($millions)

c. Types of GHG emissions included in the intensity ratio: All Scope 1 and 2 emissions

d. Gases included in the calculation: CO₂, N₂O and CH₄

Disclosure 305-5: Reduction of GHG Emissions

a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent: 2,884 tCO2e estimated savings

b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all: CO₂, CH₄ and N₂O

c. Base year or baseline, including the rationale for choosing it: FY22 data has been used for these calculations

d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3): Scope 2

e. Standards, methodologies, assumptions, and/or calculation tools used: Savings approach performed in line with the International Performance Measurement and Verification Protocol (IPMVP)
Disclosure 305-6: Emissions of Ozone-Depleting Substances (ODS)
F-gas is reported as part of our Scope 1 emission reporting (please see Disclosure 305-1). Within DXC’s operations, F-gas is used as a refrigerant gas for cooling equipment in data centers and offices. We ensure that our equipment is maintained regularly and that all losses are recorded. Emissions related to F-gas are audited as part of ISO14064 criteria.

Disclosure 305-7: Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other
a. Significant air emissions, in kilograms or multiples, for each of the following:
   i. NOx: 9,263 kg
   ii. SOx: 12 kg
   iii. Persistent organic pollutants (POPs): Not applicable
   iv. Volatile organic compounds: 184 kg
   v. Hazardous air pollutants (HAPs): Not applicable
   vi. Particulate matter (PM): 302 kg
   vii. Other standard categories of air emissions identified in relevant regulations: Not applicable
b. Source of the emission factors used: Road Transport Emission Factors: 2020 UK National Atmospheric
c. Standards, methodologies, assumptions, and/or calculation tools used: We used the Road Transport Emission Factors: 2020 UK National Atmospheric Emissions Inventory to calculate air emissions from fleet (diesel and petrol vehicles only) based on kilometers traveled.

3.5 GRI 306: Waste
Management Approach Disclosure for Waste
DXC has more than 130,000 employees globally, and the main waste streams are associated with electronic waste, office-related general waste, and equipment associated with the rationalization of offices.

DXC’s Virtual First program actively promotes employee autonomy in where employees work. Flexibility and increased remote work decreases commuting and business travel, reducing Scope 3 emissions. Our property portfolio has also become more space efficient due to the Virtual First program, further reducing our office-related waste generation in both the short and medium terms.

Electronic waste is mostly composed of desktop computers, laptop computers, printers, monitors and servers. This type of waste is a primary concern, and we endeavor to be responsible when IT equipment nears the end of its functional life. DXC recognizes the potentially harmful environment and health effects caused by sending e-waste to landfill, and in alignment with the UN SDG 12 of responsible consumption and production, we aim to minimize electronic waste. We partner with global IT asset refurbishers/recyclers to maximize the life of IT equipment and minimize electronic waste for our customers and for DXC. When IT assets have met their useful life, they are sent to our refurbish/recycle partners for assessment. Once the IT assets are assessed, our partners employ a three-stage approach:

1. We promote refurbishment and redeployment of equipment where items meet the required specification, extending their life.
2. Where items are below the required specification, items will be sold on the market.
3. If refurbishment or resale is not feasible, equipment is broken down and recycled.

DXC has multiple approved global partners to manage the collection and recycling of e-waste from DXC and customer operations around the world. These suppliers apply the highest standards to ensure the
secure and environmentally compliant disposition of DXC’s retired IT assets as well as the assets of DXC’s customers.

**Disclosure 306-1: Waste Generation and Significant Waste-Related Impacts**

DXC Technology has more than 130,000 employees globally, with the main waste streams associated with electronic waste, office-related general waste, and equipment associated with the rationalization of offices.

DXC is a virtual-first company meaning we have a largely distributed, remote workforce where our people throughout the world are enabled with the technology and tools they need to work securely, virtually and flexibly. Flexibility and increased remote work decreases commuting and business travel, reducing Scope 3 emissions. Our property portfolio has also become more space efficient due to the Virtual First program, further reducing our office-related waste generation in both the short and medium terms.

Electronic waste is mostly composed of desktop computers, laptop computers, printers, monitors, and servers. This type of waste is a primary concern, and we endeavor to be responsible when IT equipment nears the end of its functional life. DXC recognizes the potentially harmful environment and health effects caused by sending e-waste to landfill, and in alignment with the UN SDG 12 of responsible consumption and production, we aim to minimize electronic waste. We partner with global IT asset refurbishers/recyclers to maximize the life of IT equipment and minimize electronic waste for our customers and for DXC. When IT assets have met their useful life, they are sent to our refurbish/recycle partners for assessment. Once assessed, our partners employ a three-stage approach:

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DXC has multiple approved global partners to manage the collection and recycling of e-waste from DXC and customer operations around the world. These suppliers apply the highest standards to ensure the secure and environmentally compliant disposition of DXC’s retired IT assets as well as the assets of DXC’s customers.

**Disclosure 306-2: Management of Significant Waste-Related Impacts**

An important focus area for DXC is engagement with original equipment manufacturers (OEMs) on circularity and the ability to refurbish assets for reuse, to extend asset lifetime.

DXC partners with OEMs who demonstrate continual environmental innovation. These companies are improving the efficiency of their products, extending the life of their products, and ever-expanding the integration of recycled materials in the manufacturing process.

Through partnerships with OEMs and refurbishers/recyclers, we are managing the life cycle implications of electronic waste.

**Disclosure 306-3: Waste Generated**

In FY22, DXC generated 2,648 metric tons of solid waste across the global portfolio.

**Disclosure 306-4: Waste Diverted from Disposal**

This data is currently unavailable.

**Disclosure 306-5: Waste Directed to Disposal**

This data is currently unavailable.
3.6 GRI 308: Supplier Environmental Assessment

Management Approach Disclosures for Supplier Environmental Assessment

At DXC Technology, we seek to work with suppliers who practice and promote the core values of inclusion and diversity, human rights, health and safety (H&S), and environmental sustainability that are critically important to us and to our customers and partners. We expect our suppliers to adhere to our responsible business practices in areas such as screening for abuses, including modern slavery and the use of child labor; complying with environmental, health and safety regulations and industry best practices; and implementing rigorous programs to eliminate bribery and other illegal behavior. We have integrated the evaluation of social and environmental criteria in our supply chain selection process and expect suppliers to share a commitment to sustainability in line with our supply chain principles. To that end, an addendum titled DXC Responsible Supply Chain Principles is included in DXC’s global supplier contracts; suppliers and associated subcontractors are expected to agree and adhere to it as it pertains to human rights, labor and corruption, and environmental management.

As part of our supplier management process, we ask suppliers that exceed a certain business volume with us to answer a sustainability questionnaire that covers how they respect internationally recognized human rights, labor and anti-corruption standards, diversity and environmental sustainability, supplier diversity, and data security. Our screening to date has not identified major risks or significant negative impacts related to our suppliers’ social or environmental performance. In the event of major noncompliance with our standards, we would work with our suppliers and request corrective actions as necessary. We also use background checks in the early stages of our tender process. As noted above, we continue to enhance our responsible supply chain efforts by including our Responsible Supply Chain Principles as an addendum to our master services agreements. To further strengthen accountability, we train our supply chain professionals in understanding the importance of ethical, environmental and human rights considerations in the supply chain itself.

For more details, please see Responsible Supply Chain.

Disclosure 308-1: New Suppliers That Were Screened Using Environmental Criteria

As part of our supplier due diligence process, we conduct a responsible supply chain survey. In FY22, we undertook a review of our supply chain, including questions to suppliers regarding environmental and social topics. The survey was expanded from last year, nearly doubling the number of participating suppliers, accounting for those in the top 75% of DXC’s procurement spend. There was a deeper engagement with suppliers in jurisdictions that have enacted legislation to fight modern slavery: 20% of suppliers with spends above $1 million in the UK, Australia, Canada, France and Germany. There was also a special focus on all suppliers above $1 million in two jurisdictions — China and Malaysia — that were identified by external parties as higher risks for modern slavery. Of the 181 suppliers chosen for the survey, a minority of the ones in scope did not have modern slavery statements, but through additional contact and research, we discovered that many had policies and programs covering modern slavery. Other suppliers were deemed low risk due to core activity or low spend.

Results from the survey include the following: 74% of respondents have a public policy covering human rights, and 73% have adopted a public policy or statement on modern slavery, even if not required by law. Almost 96% of survey respondents have a written code of conduct, and 91% of these reinforce their standards and expectations by training their employees and contractors. A full 97% of respondents perform the relevant background checks on existing and new employees and contractors. The remainder of employees in their code of conduct, have responsible supply chain standards in place and say they are compliant with the Responsible Business Alliance, an industry coalition dedicated to corporate social responsibility in global supply chains. These additional steps suggest strong implementation of good practices and cooperation with peers. As our processes and policies include more stringent requirements for new and renewing contracts, we feel assured that the risk of modern slavery in the DXC supply chain is low and likely to diminish. From the broad cross-section of DXC suppliers surveyed, all but 4% of respondents were aware of DXC’s Responsible Supply Chain Principles (which were updated and strengthened this year). Out of these, the 8% who said they were not adhering to the principles all have their
own policy or statement in place covering human rights and modern slavery, and all perform relevant checks on employees and contractors. Almost all were already meeting or surpassing the core aspects of DXC’s Principles. All but one reported being compliant with the Responsible Business Alliance or UN Global Compact (or both) and have their own documented responsible supply chain standards.

Overall, 85% of respondents said their company has documented responsible supply chain standards already in place. In fact, only 5% of the total number of respondents report not having their own public human rights policy, public modern slavery policy and responsible supply chain standards; however, all adhere to the DXC Principles. DXC is pleased to see that so many of our suppliers apply due diligence to maintain these standards. Among our suppliers, 93% of responding companies regularly review or audit their own suppliers in relation to their supply chain standards. This gives DXC strong confidence that these common values run deep in our supply chain. We currently have no key suppliers under a necessary action plan, but we will continue to monitor and remain alert to any new risks that may emerge. There were no material breaches reported during FY22.

Disclosure 308-2: Negative Environmental Impacts in the Supply Chain
Detailed information is company confidential, but we can confirm that as standard practice, supplier-related environmental improvement actions are passed on to DXC’s supply chain management to take forward as part of day-to-day working practice. Issues are to be closed out within 3 months.
4 GRI 400: GRI Social Topics

4.1 GRI 401: Employment

Management Approach Disclosures for Employment

DXC Technology recognizes that macroeconomic pressure, the energy crisis, ongoing global political tensions and the war on Ukraine have presented major challenges to our customers around the globe; accordingly, we have sought ways to increase the cost effectiveness of our business solution delivery. The current environment has compelled us to adapt our approach and methods, focusing on innovation and modernizing our customers’ IT environments to leverage cutting-edge solutions for competitive advantage in a tighter market. As attracting and retaining top technology talent is critical to our success, we are investing in initiatives to further improve our value proposition to current and prospective employees, including forging distinct career paths, internship programs such as YearUp and new learning and development opportunities.

Disclosure 401-1: New Employee Hires and Employee Turnover

a. Total number and rate of new employee hires during the reporting period, by age group, gender, and region:

**DXC Fiscal Year 2022 Hires (April 1, 2021 – March 31, 2022)**

<table>
<thead>
<tr>
<th>Work Location Region</th>
<th>Age Group</th>
<th>Female</th>
<th>Male</th>
<th>Unknown</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>20 and Under</td>
<td>48</td>
<td>52</td>
<td></td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>21 - 30</td>
<td>550</td>
<td>1,285</td>
<td>4</td>
<td>1,839</td>
</tr>
<tr>
<td></td>
<td>31 - 40</td>
<td>421</td>
<td>1,164</td>
<td>3</td>
<td>1,588</td>
</tr>
<tr>
<td></td>
<td>41 - 50</td>
<td>246</td>
<td>740</td>
<td>3</td>
<td>989</td>
</tr>
<tr>
<td></td>
<td>51 - 60</td>
<td>165</td>
<td>461</td>
<td>1</td>
<td>627</td>
</tr>
<tr>
<td></td>
<td>61 - 64</td>
<td>41</td>
<td>128</td>
<td></td>
<td>169</td>
</tr>
<tr>
<td></td>
<td>65 and Above</td>
<td>35</td>
<td>94</td>
<td></td>
<td>129</td>
</tr>
<tr>
<td><strong>Americas Total</strong></td>
<td></td>
<td>1,506</td>
<td>3,924</td>
<td>11</td>
<td>5,441</td>
</tr>
<tr>
<td>APAC</td>
<td>20 and Under</td>
<td>22</td>
<td>16</td>
<td></td>
<td>38</td>
</tr>
<tr>
<td></td>
<td>21 - 30</td>
<td>8,440</td>
<td>8,332</td>
<td>14</td>
<td>16,786</td>
</tr>
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<td></td>
<td>31 - 40</td>
<td>1,431</td>
<td>3,808</td>
<td>3</td>
<td>5,242</td>
</tr>
<tr>
<td></td>
<td>41 - 50</td>
<td>337</td>
<td>1,141</td>
<td></td>
<td>1,478</td>
</tr>
<tr>
<td></td>
<td>51 - 60</td>
<td>84</td>
<td>267</td>
<td></td>
<td>351</td>
</tr>
<tr>
<td></td>
<td>61 - 64</td>
<td>8</td>
<td>27</td>
<td></td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>65 and Above</td>
<td>9</td>
<td>13</td>
<td></td>
<td>22</td>
</tr>
<tr>
<td><strong>APAC Total</strong></td>
<td></td>
<td>10,331</td>
<td>13,605</td>
<td>29</td>
<td>23,965</td>
</tr>
<tr>
<td>EMEA</td>
<td>20 and Under</td>
<td>22</td>
<td>88</td>
<td>8</td>
<td>118</td>
</tr>
<tr>
<td></td>
<td>21 - 30</td>
<td>1,726</td>
<td>3,562</td>
<td>169</td>
<td>5,457</td>
</tr>
<tr>
<td></td>
<td>31 - 40</td>
<td>1,318</td>
<td>3,021</td>
<td>80</td>
<td>4,419</td>
</tr>
<tr>
<td></td>
<td>41 - 50</td>
<td>452</td>
<td>1,402</td>
<td>35</td>
<td>1,889</td>
</tr>
<tr>
<td></td>
<td>51 - 60</td>
<td>158</td>
<td>643</td>
<td>16</td>
<td>817</td>
</tr>
<tr>
<td></td>
<td>61 - 64</td>
<td>14</td>
<td>103</td>
<td>1</td>
<td>118</td>
</tr>
</tbody>
</table>
b. Turnover during the reporting period, by age group, gender, and region:

DXC does not provide metrics, as a result of the sensitivity/company confidentiality considerations.

**Disclosure 401-2: Benefits Provided to Full-Time Employees not Provided to Temporary/Part-Time Employees**

As a global organization, DXC has an Equal Opportunity Policy that guides our engagement in management practices, including compensation and benefits without unlawful discrimination. This policy extends to employees and applicants across our global geographies to the extent required by applicable laws. However, if any specific provision directly conflicts with applicable country law, regulation or labor agreement, then the relevant country law, regulation or labor agreement will supersede that section or provision.

**Disclosure 401-3: Parental Leave**

This data varies on a country-by-country basis for DXC and is not available on a global scale at this point.

**4.2 GRI 402: Labor Management Relations**

**Management Approach Disclosures for Labor Management Relations**


In Europe, we have an established European Works Council (EWC) that meets twice each year (e.g., every 6 months), either face to face or virtually. The EWC is competent for transnational topics (more information is available at https://www.eurofound.europa.eu/observatories/eurwork/industrial-relations-dictionary/european-works-councils. We recognize trade unions and consult with them on issues that affect the workforce. To that end, our employee relations strategy includes early engagement with trade union representatives as part of new business activities, with a view to forming an effective working relationship. Collective bargaining between DXC and employee representatives relates to working conditions (e.g., remuneration).

**Disclosure 402-1: Minimum Notice Periods Regarding Operational Changes**

Notice periods relating to significant operational changes are agreed on at a country/region level in agreement with the local legal framework, HR, management, trade unions, employee representatives or work councils, where applicable. We do not track this information at a global level.
4.3 GRI 403: Occupational H&S

Management Approach Disclosures for Occupational Health and Safety

DXC Technology maintains a corporate global health and safety (H&S) management system that includes:

- A global H&S policy
- Global and local H&S programs, including global H&S objectives

As a key business principle, DXC seeks to ensure the mitigation and control of H&S risks to employees, customers and our community. The objective of DXC’s global H&S program is to provide governance, oversight and direction for managing H&S risks posed by our organizational activities. We take a holistic approach, with our goal being to ensure a standard of excellence across our operations.

DXC maintains a global health and safety management system. In some locations, including sites in Australia, Italy, Spain and Romania, DXC holds ISO45001 certification. In addition, sites in China and Morocco are preparing to obtain ISO45001 certification by March 31, 2023.

We measure progress against identified key performance indicators, which include both leading and lagging indicators and H&S initiatives implemented during the year. These are reported to DXC’s global H&S management team and senior leadership.

The DXC global H&S initiatives for FY22 continued to focus on the health and safety of our employees during the COVID-19 global pandemic. DXC recognizes that macroeconomic pressure, the energy crisis, ongoing global political tensions and the war on Ukraine have presented major challenges to our customers around the globe; accordingly, we have sought ways to increase the cost effectiveness of our business solution delivery.

With the involvement of management from all levels, DXC set up numerous global, regional and country level committees looking at the health and safety of our employees.

Health focus areas for the business are COVID-19, mental health and well-being, musculoskeletal and ergonomic issues. As required, DXC sponsors internal as well as externally sourced programs to support employee health and well-being. We run these programs at global and country levels, and they include, but are not limited to, COVID-19 vaccination, regular seasonal flu vaccination programs and employee health checks in some countries. At a regional level, we introduced well-being and resilience and stress management sessions. Across the globe DXC implemented multiple initiatives to encourage employees to create a culture of wellness, health and safety.

DXC offers a Global Employee Assistance Program (EAP) that is free, confidential and available 24x7 and enables employees from each country where DXC operates to seek professional support or counseling for a wide range of personal, family and work-related issues, such as:

- Stress and life pressures
- Life changes and events
- Relationships
- Workplace issues
- Parenting
- Coping with the loss of a loved one
- Referrals to local financial or legal resources
- Maintaining emotional, physical and psychological balance

Disclosure 403-1: Occupational H&S Management System

DXC maintains a global H&S management system and policy. Key elements of the system are:

- DXC H&S global and regional resources
- Global platform for workplace-related incident reporting
- Global health and safety programs, i.e., regarding emergency response preparedness
In certain locations, DXC has certified its H&S management system for ISO45001, as mentioned in Disclosure 403, Management Approach. DXC is taking steps to expand its ISO45001 certification across more locations worldwide.

**Disclosure 403-2: Hazard Identification, Risk Assessment, and Incident Investigation**

Within the DXC management system, we are reviewing our locations under the following headings:

- Type of location
- Employee head count working at the location
- Hazards and potential incidents that may occur

This enables us to categorize and review the potential hazards and risks associated with each location and the potential risks to our employees.

Within DXC, the fundamental task is to perform risk assessments on work-related tasks while considering working environments. Likelihood and severity are also a factor in identifying suitable and sufficient control measures. Risk assessments are not only for DXC sites but also related to work done elsewhere by our employees.

DXC has implemented a global incident reporting platform, Cority, that allows employees to report all types of incidents, accidents and near-misses. All incidents reported to the Cority platform are automatically flagged to the appropriate H&S team member, who is then assigned as the incident investigator to track and investigate the matter to closure, with the root cause of the incident. This is accomplished by conducting a thorough analysis, reporting the findings required to in-country local authorities and resolving issues by the designated function within the time required.

The DXC global H&S internal web page contains links to several country-specific policies and processes. Employees can engage with our reporting system by phone or email to obtain information or safety-related guidance. If employees feel unsafe, then they are encouraged to stop working, move to a safe place, and inform their manager for support and guidance. The H&S lead within the region/country is available for any further support and guidance.

In addition, the following serious incidents/situations should be reported immediately:

- Work-related death of/injury to any DXC personnel anywhere
- Kidnapping, missing employee, workplace violence, behavioral concerns, radicalization report
- Major terrorist incident, CBRN (Chemical, Biological, Radiological, Nuclear) event, natural disasters (earthquake of magnitude 6.5 and above, tsunami, volcano eruption, tornado impact)
- Any event or incident that could potentially impact DXC people, reputation, information and physical assets

**Disclosure 403-3: Occupational Health Services**

DXC complies with all local legal requirements to provide occupational health services through external and/or internal resources to support our employees’ health and well-being.

DXC’s global Employee Assistance Program (EAP) supports all employees worldwide. This program, driven by Human Resources, incorporates health and safety areas and provides other day-to-day assistance support mechanisms. Details on DXC’s Employee Assistance Program have been provided in Disclosure 403-0, Management Approach.

In addition to the global EAP, there are local initiatives to support employees’ well-being, as mentioned in Disclosure 403-6.
Disclosure 403-4: Worker Participation, Consultation, and Communication on Occupational H&S
Consultation with and participation of employees, their representatives, work councils and local safety committees is part of DXC’s H&S management system.

Currently, a variety of mechanisms are used to communicate with employees across DXC regarding general operations and H&S management operations, including internal web pages, town halls and country-led communications.

DXC has a number of ways for employees to consult and participate, such as through SpeakUp! DXC, the Health and Safety mailbox, and the Asset Protection mailbox.

Disclosure 403-5: Worker Training on Occupational H&S
Health and safety training is determined based on employee work-related tasks and legal requirements and is assigned via DXC’s global learning platform (DXC University) or through other internal/external training. When external H&S training is required, courses are identified and reviewed by the respective H&S lead.

The DXC global H&S team develops and continually improves trainings on areas such as:

- Safety for all staff
- First aid
- Psychosocial
- Emergency preparedness and response
- Working at a customer site
- Ergonomics training

Disclosure 403-6: Promotion of Worker Health
DXC supports global and local initiatives to promote employees’ health. Examples of global initiatives include World Mental Health Day and World Well-Being Day.

In addition, locally, DXC supports initiatives such as:

- Promotion of sports and fitness programs that help DXC employees to be more active, including events for cycling enthusiasts, races, step challenges, yoga, basic strength training, online exercise schedules and more
- Webinars on employee well-being, covering topics such as “How to avoid overstimulation,” “Men’s health,” “Overcoming overwhelming emotions,” “Psychosocial risk,” “A day fighting with occupational burnout” and more

Disclosure 403-7: Prevention and Mitigation of Occupational H&S Impacts Directly Linked by Business Relationships
DXC’s senior management promotes an organizational culture that supports the H&S management system. They also provide the necessary resources and support appropriate H&S initiatives and programs to ensure the implementation of this policy in line with our business objectives and compliance obligations.

A number of proactive and reactive approaches are stipulated at a country level depending on the local requirements for the employee medicals and occupational health screening. Although this varies from country to country, employee participation is highly encouraged.

The senior management have designated a crisis management structure that includes representatives and alternates who serve as incident coordinators/commanders as required — Crisis Management Teams (CMTs). DXC has a proactive and robust global Crisis Management Program in place, with a framework of CMTs at country, sub-region, region and global levels to respond to incidents that meet predefined crisis thresholds.
The health, safety, security and well-being of our colleagues are paramount at DXC. The DXC Response Operations Center (DROC) has a hotline available to DXC colleagues 24x7x365 for reporting and obtaining assistance with urgent matters concerning our people, reputation and physical and data assets. DROC supports communication in many major languages.

The goal of effective emergency preparedness and response (EPR) is to establish planning, prevention, response and recovery for emergencies and disasters to protect life and property, and to minimize business disruption. Each site must have and maintain emergency preparedness and response procedures to identify and manage health and safety emergencies applicable to their site. Sites prepare to respond by planning actions to prevent or mitigate adverse health and safety risks from emergency situations. This includes actions responding to actual emergency situations, to prevent or mitigate the consequences of emergency situations as appropriate to the magnitude of the emergency; periodically testing the planned response actions, where practicable; periodically reviewing and revising the process(es) and planned response actions, particularly after the occurrence of emergency situations or tests; and providing all interested parties with relevant information and training related to emergency preparedness and response.

In addition, at the country level, risk assessments are completed to monitor the controls for preventing and mitigating risks that may impact our employees.

**Disclosure 403-8: Workers Covered by an Occupational H&S Management System**

All contingent workers and contractors who work or provide services within DXC sites and all DXC employees are covered by the global H&S management system. All are expected to follow all relevant processes and procedures stipulated in the management system.

**Disclosure 403-9: Work-Related Injuries**

Effectively managing and responding to incidents helps DXC to prevent similar incidents from happening again. DXC requires that employees and contractors report all incidents that include hazards or unsafe work conditions, near-misses, and injuries or illnesses that occur at work — wherever we work (at a DXC site, a customer site, during business travel or when working from home). The incidents can include safety, health and environmental incidents.

DXC has implemented a global health and safety platform, called Cority, that enables employees to report all kinds of workplace-related incidents. Although injury rate reporting varies from country to country, DXC uses the OSHA methodology for collecting data.

Compared to last year, the data presented for FY22 is amended and consists of data for global and the three main regions where DXC operates: the Americas, Asia-Pacific, and Europe, Middle East and Africa.

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

**DXC FY22 Lost Workday Case Rates (April 1, 2021 – March 31, 2022)**

<table>
<thead>
<tr>
<th>Region</th>
<th>LWR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas/AMS</td>
<td>0.05</td>
</tr>
<tr>
<td>Asia-Pacific/APAC</td>
<td>0.01</td>
</tr>
<tr>
<td>Europe, Middle East and Africa/EMEA</td>
<td>1.12</td>
</tr>
<tr>
<td><strong>Global</strong></td>
<td><strong>0.30</strong></td>
</tr>
</tbody>
</table>
The recordable incidence rate is the number of all work-related lost-time and no-lost-time cases requiring more than first aid per 100 employees working a full year. The figures below are based on employees working an average of 2,000 hours during a full year.

**DXC FY22 Recordable Incidence Rate (April 1, 2021 – March 31, 2022)**

<table>
<thead>
<tr>
<th>Region</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas/AMS</td>
<td>0.01</td>
</tr>
<tr>
<td>Asia-Pacific/APAC</td>
<td>0.00</td>
</tr>
<tr>
<td>Europe, Middle East and Africa/EMEA</td>
<td>0.04</td>
</tr>
<tr>
<td><strong>Global</strong></td>
<td><strong>0.02</strong></td>
</tr>
</tbody>
</table>

**Additional FY22 EHS Data (April 1, 2021 – March 31, 2022)**

<table>
<thead>
<tr>
<th>FY22 Global Incident Data (April 1, 2021 – March 31, 2022)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Global Incident Data</strong></td>
</tr>
<tr>
<td>Americas</td>
</tr>
<tr>
<td>Total number of incidents</td>
</tr>
<tr>
<td>Total number of incidents involving DXC employees</td>
</tr>
<tr>
<td>Total number of fatalities</td>
</tr>
<tr>
<td>Total number of lost-time injuries (recordables)</td>
</tr>
<tr>
<td>Total number of lost workdays</td>
</tr>
<tr>
<td>Total number of recordable incidents</td>
</tr>
<tr>
<td>Total number of medical treatment cases</td>
</tr>
<tr>
<td>Total number of first aid cases</td>
</tr>
<tr>
<td>Total number of near-miss incidents</td>
</tr>
<tr>
<td>Fatal accident rate</td>
</tr>
<tr>
<td>Total number of exposure hours</td>
</tr>
</tbody>
</table>

*Data shown above is the data available at the time of reporting.*

**Disclosure 403-10: Work-Related Ill Health**

For pandemic planning and response to COVID-19 and other pandemic and health emergencies, DXC receives regular updates from many sources, including the World Health Organization (WHO), the U.S. and European Centers for Disease Control and Prevention and other national public health authorities. DXC has also established internal forums with medical advisors and experts, such as a Medical Advisory Council and a COVID-19 Update – New Variants working group.

The updates are monitored by our Health and Safety (H&S) team to determine the potential impact on our colleagues and family members and whether an emergency and/or crisis response is required.

DXC has developed and continually evolves measured, risk-based response plans, with triggers and corresponding actions as required. Some key triggers for the H&S team to request the activation of Crisis Management Teams include the following:

- A change/increase in the alert level issued by WHO
- Notification by relevant authorities in one of our operating countries/regions that a pandemic or other infectious disease is spreading
Factors such as disease severity, verified media reports, the relative number of cases in the community per local health authorities, our absenteeism rates, the impact of disease on vulnerable populations and public health agency requirements

We continue to care for our colleagues by taking a people-first approach: Our colleagues’ health, safety and well-being remain our top priority.

Apart from COVID-19 initiatives, DXC also maintains programs for prevention of musculoskeletal diseases by providing employees a platform for ergonomic training and self-assessment. In addition, in some countries, employees can get answers to health queries or concerns from occupational health doctors, nurses and/or health and safety experts.

DXC’s broad mental health program promotes and takes care of the mental and emotional well-being of our employees.

4.4 GRI 404: Training and Education
Management Approach Disclosures for Training and Education

We view professional and technical development as a key part of our people-first strategy, a strategic investment in our employees’ capabilities and the company’s ability to successfully deliver excellence for our customers. Through our global learning ecosystem, we offer thousands of learning programs to reskill, upskill and cross-skill employees. We support the belief that people learn best through a multifaceted development approach. A typical DXC learning plan includes a blend of online courses, technology certifications, instructor-led classes, digital badges, online learning communities, special assignments and job changes.

Employees use multimodal learning channels across devices and access various assets such as videos, and courses for learning anywhere, anytime. Virtual practice labs also enable our employees to interact and experiment with technology and solutions in low-risk, exploratory environments. In FY22, we continued our Virtual-First service delivery model and sustained several learning journeys for multiple cohorts such as women leaders and account executives.

DXC’s Performance Development Framework incorporates a range of processes and actions that enable our employees to contribute to the organization’s success, including goal setting, regular feedback and coaching, career development planning and ongoing performance discussions. We empower employees to take control of identifying and achieving their career goals through our development planning process.

Disclosure 404-1: Average Hours of Training per Year per Employee

In FY22, DXC employees completed more than 3.5 million hours of formal learning through instructor-led, virtual instructor-led and web-based training within DXC University.

In FY22, the average learning hours of formal training per employee increased to 25.52 hours compared to 18.8 hours in FY21.

Note: The following learning data is not included in these figures: trainings completed via the DXC Partner Network, external training sources or through videos and books accessed from Skillsoft content.

Disclosure 404-2: Programs for Upgrading Employee Skills and Transition Assistance Programs

Some key training program highlights for FY22 include the following:

- In DXC’s Build vs. Buy initiative, 25% of all those trained went on to take up new roles within DXC.
- 10,552 employees were certified in a cloud certification drive.
- 3,000+ certifications were earned by employees in Certification Celebration Month.
- We launched a full-stack engineer program.
The Service Line Technical Academy was enhanced with courses covering all DXC service lines.

DXC onboarded and trained a total of 6,736 college hires in India, with a total of 1.94 million learning hours. The top training courses were Java, Dotnet, Mainframe, MS Dynamic, SAP, Hybrid Cloud, Virtualization, Soft Skills and Campus to Corporate. DXC also has a pre-onboarding learning program for college graduates that reduces the time to peak performance once they join DXC.

Under DXC’s Partner Network program, employees participated in: AWS Week, NetApp Day, OCI Campaign, Citrix Day and Microsoft Cloud Week.

DXC Innovation Week had 7,000 participants in 18 sessions across 5 days; more than 280 innovation ideas were submitted.

We launched Modern Workplace Citizen Developers: Automation Drive and Revolutionizing Automation; close to 20,000 employees participated.

We launched the Hyper Automation Program, with 4 levels (Ninja, Samurai, Shogun and Sensei); more than 19,000 employees were certified.

We launched Automation University for ITO; 1,100 developers created work within it.

DXC internal subject matter experts (SMEs) created and published a total of 559 training content pieces, with 100K+ views through DXC Knovio, a rapid content authoring and hosting platform.

8,016 employees invested 22,111 hours and completed 30,707 learning activities in goFLUENT, DXC’s enterprise business language training program.

DXC India won two LOMA awards: the Educational Achievement Award (EAA) and Excellence in Education (EIE) award.

Employees received 39,503 custom learning badges on DXC University by completing trainings.

2,153 employees completed instructor-led trainings on Agile practices.

51,978 external training certificates were uploaded by employees globally on our HR systems.

DXC has active SME and Guilds in the areas of Agile, Scrum, RPA and Lean Six Sigma, among others. The SME and Guilds team organized 163 learning sessions in FY22, with more than 17,000 hours of live learning, and more than 52,000 hours of video training hours. (Note: Guilds, or communities of practice that get together on a regular basis to learn and share knowledge, help each other solve problems and collaborate on innovative ideas that add value to DXC and our customers. They are organized based on areas of practice, rather than organizational boundaries, and they complement the use of squads, tribes and chapters within DXC.)

DXC believes in a holistic leadership development framework that aligns leaders to the DXC business context and builds the skills to execute strategy and leadership behaviors across all levels. The following programs are active in the Global Innovation and Delivery Center (GIDC) India and in the Americas and certain other regions. DXC aims to make them available for employees across the company.

- **EVOLVE.** This self-paced learning program for early career professionals supports skills development and a leadership outlook right from the beginning to make our new talent bold and curious. Currently more than 7,000 employees have actively used this program.

- **IGNITE@DXC.** Launched with the aim of enabling managers at DXC with the right tools that can help them to win together by enabling their people, business and way of work, IGNITE@DXC in India and EMEA includes nearly 2,200 participants.

- **BRIDGE.** With the objective of scaling up customer impact, this program offers a three-pronged approach to enabling leadership capabilities: strong executive presence, business storytelling and culture sensitization for customer-facing leaders. This program ran for over 135 employees in GIDC India and will soon launch across all our GIDCs.

- **ACCELERATE.** This program offers deep insights on business acumen imbibing a deeper sense of stewardship in our people. Currently the program has over 200 participants and is live in India and the Philippines.

- **EMPOWER.** This program for account executives offers a platform for them to hone their capabilities and stay focused on the customer’s business. With over 300 participants, this program includes employees from across all regions.
SheLEADS@DXC. This women-in-leadership program, live in the Americas region and India, enables women leaders to hone their leadership capabilities in ways that best fit their needs. Women leaders work in cross-functional groups, building on each other’s ideas to create business impact through action learning projects. 400 women have participated in this program to date.

UNLEASH. This transformational leadership program enables the growth journey of DXC leadership by driving performance, aligning short-term actions with long-term direction and shaping the organizational culture for success. Over 40 leaders from GIDC India are participating in this program.

Disclosure 404-3: Percentage of Employees Receiving Regular Performance and Career Development Reviews

a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period:

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Male</th>
<th>Female</th>
<th>I prefer not to answer</th>
<th>Successfully Completed Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular</td>
<td>65.19%</td>
<td>34.54%</td>
<td>0.17%</td>
<td>99.89%</td>
</tr>
<tr>
<td>Casual</td>
<td>0.01%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.01%</td>
</tr>
<tr>
<td>Temporary employee</td>
<td>0.01%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.01%</td>
</tr>
<tr>
<td>Regular apprentice</td>
<td>0.01%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.01%</td>
</tr>
<tr>
<td>International assignee</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Fixed term</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>65.21%</strong></td>
<td><strong>34.55%</strong></td>
<td><strong>0.17%</strong></td>
<td><strong>99.93%</strong></td>
</tr>
</tbody>
</table>

*The breakdown of this data has been calculated using the HR data provided for Disclosure 2-7.*

We have transitioned from a performance management to performance development philosophy to deliver excellence for our customers and colleagues.

Our Performance Development Framework incorporates a range of processes and actions that enable our people to deliver excellence while contributing to the organization’s success. This performance development philosophy:

- Focuses on developing performance along with assessing performance
- Encourages frequent and effective performance and career conversations
- Enhances employee impact on business performance

The performance development process includes goal setting, performance development enablers (check-in conversations, coaching, continuous feedback from customer and colleagues), mid-year review and year-end review. We made this transition in FY22 and continue to encourage the use of these throughout FY23 and going forward.

4.5 GRI 405: Diversity and Equal Opportunity

Management Approach Disclosures for Diversity and Equal Opportunity

The DXC Technology Global Diversity and Non-Discrimination Policy guides our engagement in management practices, including, but not limited to, recruitment, selection, job assignment, subcontracting/procurement of goods and services, transfer, promotion/demotion, layoff, return from layoff, discipline including termination, training, education, tuition, social and recreational programs, compensation, and benefits without unlawful discrimination on the basis of and without regard to race,
ethnicity, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, disability (physical or mental), age, protected veteran status or military service or affiliation, marital status, sexual orientation, gender identity and expression, protected genetic information, political affiliation, or any other basis prohibited by law.

The policy states: "As allowable by law, this policy applies worldwide to all directors, officers, executives, employees, and representatives of DXC, its wholly-owned subsidiaries, and their affiliates. If any specific provision in this policy directly conflicts with applicable local law, local labor agreement, local collective bargaining agreement, or a local policy rolled out by DXC, the applicable local law, local labor agreement, local collective bargaining agreement, or local policy, as applicable, will supersede that section or provision, and the remainder of this policy will remain in effect."

DXC promotes an organizational culture that encourages ethical conduct and a commitment to compliance with our Code of Conduct, with internal company policies, and with the law. All employees shall observe and preserve our core corporate values, make decisions and choices that are consistent with these values, and comply with applicable internal policies and the law in all places where DXC does or seeks to do business. To learn more about our commitment to a diverse and inclusive corporate culture, please see https://dxc.com/content/dam/dxc/projects/dxc-com/us/pdfs/about-us/esg/DXC-Human-rights-statement.pdf.

Disclosure 405-1: Diversity of Governance Bodies and Employees

a. Percentage of individuals within the organization’s governance bodies in each of the following diversity categories (gender, age group, other indicators of diversity):

Fiscal Year 2022 DXC Executive Leadership Diversity

Executive Leadership by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Sum of Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>5</td>
<td>23</td>
</tr>
<tr>
<td>Male</td>
<td>17</td>
<td>77</td>
</tr>
<tr>
<td>Grand Total</td>
<td>22</td>
<td>100</td>
</tr>
</tbody>
</table>

Executive Leadership by Age

<table>
<thead>
<tr>
<th>Age Group (Years)</th>
<th>Sum of Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>41 – 50</td>
<td>6</td>
<td>27</td>
</tr>
<tr>
<td>51 – 60</td>
<td>15</td>
<td>68</td>
</tr>
<tr>
<td>61 – 64</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Grand Total</td>
<td>22</td>
<td>100</td>
</tr>
</tbody>
</table>

Executive Leadership by Minority

<table>
<thead>
<tr>
<th>Minority</th>
<th>Sum of Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unknown</td>
<td>8</td>
</tr>
<tr>
<td>Asian (not Hispanic or Latino): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Minority

<table>
<thead>
<tr>
<th>Minority</th>
<th>Sum of Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indian subcontinent, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam (United States of America)</td>
<td></td>
</tr>
<tr>
<td>Black or African American: (United States of America)</td>
<td>1</td>
</tr>
<tr>
<td>White – British (United Kingdom)</td>
<td>2</td>
</tr>
<tr>
<td>White (not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa (United States of America)</td>
<td>9</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>22</strong></td>
</tr>
</tbody>
</table>

Please see the DXC Technology Board of Directors and other committees’ composition on https://www.dxc.technology/investor_relations/ds/32534-management_and_board_of_directors

b. **Percentage of employees per employee category in each of the following diversity categories:**

### Gender:

<table>
<thead>
<tr>
<th>Gender</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>65.8</td>
</tr>
<tr>
<td>Female</td>
<td>33.5</td>
</tr>
<tr>
<td>Unknown</td>
<td>0.7</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

### Age Group: Under 30 Years Old, 31-50 Years Old, 51 Years and Over

<table>
<thead>
<tr>
<th>Age Group (Years)</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 and under</td>
<td>0.5</td>
</tr>
<tr>
<td>21 – 30</td>
<td>31.3</td>
</tr>
<tr>
<td>31 – 40</td>
<td>31.4</td>
</tr>
<tr>
<td>41 – 50</td>
<td>20.2</td>
</tr>
<tr>
<td>51 – 60</td>
<td>11.9</td>
</tr>
<tr>
<td>61 – 64</td>
<td>2.4</td>
</tr>
<tr>
<td>65 and over</td>
<td>1.2</td>
</tr>
<tr>
<td>Undisclosed</td>
<td>1.1</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>
c. Other indicators of diversity where relevant (such as minority or vulnerable groups): Not disclosed; global information unavailable at this time.

Disclosure 405-2: Ratio of Basic Salary and Remuneration of Women to Men
We do not report the specific ratio, as that is DXC Technology-confidential information.

4.6 GRI 406: Non-Discrimination
Management Approach Disclosures for Non-Discrimination
Same as for GRI 405.

Disclosure 406-1: Incidents of Discrimination and Corrective Actions Taken
DXC Technology does not provide metrics in this area, due to sensitivity/company confidentiality considerations.

4.7 GRI 409: Forced or Compulsory Labor
Management Approach Disclosures for Forced or Compulsory Labor

DXC Technology has global policies and procedures in place to combat human rights violations, such as child labor or forced labor, and to explicitly target modern slavery and human trafficking, and these policies apply to all geographies in which we operate. Additionally, our local entities are empowered to respond to local risks and issues to further mitigate concerns or risks. DXC policies related to preventing modern slavery include the DXC Code of Conduct and accompanying employee training material, the DXC Human Rights Statement, the DXC Modern Slavery Statement and the DXC Responsible Supply Chain Principles (with accompanying guidance and employee training material). The Code of Conduct, Human Rights Statement, Modern Slavery Statement and Responsible Supply Chain Principles are published on our website, DXC.com, and these policies are also made available to our directors, officers, managers, employees and representatives through awareness and training programs.

DXC efforts cover all levels of our engagement with suppliers. We have incorporated specific questions on modern slavery and human trafficking into our initial screening survey for suppliers, so our policies are at the foundation of every interaction thereafter. We also have incorporated specific questions on modern slavery and human trafficking into our corporate responsibility screening survey for our largest direct suppliers by spend.

Disclosure 409-1: Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor

The types of activities that DXC procures — for example, software development activities — are largely skilled, requiring high levels of education and specialist knowledge as well as English language skills. Our business operations and activities are considered low risk for modern slavery, and we are committed to minimizing the risk of all forms of forced labor and human trafficking within our global business and supply chain.

As part of our due diligence, DXC conducts an annual Responsible Supply Chain Survey ("the survey") of its suppliers. The survey helps us measure the percentage of our supplier base that may be considered high risk. In FY22, we significantly expanded the survey's scope nearly doubling the number of participating suppliers, accounting for those in the top 75% of DXC’s procurement spend. The survey focuses on modern slavery and human rights issues, as well as includes questions regarding environmental and social topics.

Currently, we have no key suppliers under a necessary action plan, and we will continue to monitor and remain alert to any new risks that may emerge. There were no material breaches reported during FY22.
4.8 GRI 413: Local Communities

Management Approach Disclosures for Local Communities

As a UN Global Compact signatory, DXC values our society, our colleagues and the communities in which we live and work; caring and community are among our core values. We are engaged in numerous efforts and projects, as DXC is working to improve the lives of our employees and the communities in which we live and work. We believe that together we can achieve a great deal. Our active involvement in our communities yields more efficient and beneficial outcomes for society — including carbon reduction, innovative technology solutions, youth and adult educational initiatives, and volunteerism across our global workforce.

Our DXC India Foundation offers employees the ability to roll out our global programs in their local community, bringing global scale to our giving and to important work. Engaging both locally and on a global level drives meaningful change and connects our employees with our giving worldwide. DXC India’s ESG agenda is focused on economic integration and social inclusion. In FY22, DXC contributed to many community welfare projects across India in the areas of education, workforce inclusivity, humanitarian support and environmental sustainability.

Education. ESG initiatives in this area dwell on the digital dissemination of knowledge across different strata of the learning community. Some of the key initiatives are:

- Digitalization of 100 government schools
- Meritorious scholarship program for 1,300 underprivileged students
- Setting up IT infrastructure facilities for 2,000 children
- Upgrading health infrastructure to support and promote good health for 50,000 children across India
- Model school development works in eight government/aided schools to improve physical infrastructure and provide quality education for 2,500 underprivileged children

Workforce inclusivity. These initiatives are aimed at reducing gender inequality and improving socioeconomic integration of the differently abled through capacity building. During FY22, we:

- Provided training to 36,625 engineering and non-engineering students in the areas of advanced technical skills, ITO, BPS insurance, soft skills and service desk courses
- Conducted skills training for 200 differently abled youths
- Offered vocational skill training for 500 women
- Held a special initiative to train 450 members of the transgender community

Humanitarian support. DXC has always been at the forefront of providing humanitarian support during trying times. To support the community that we thrive in, DXC undertook several impactful projects such as these:

- Invited social entrepreneurs from across India to propose solutions that can impact the livelihood of thousands of people (Project Upjeevika)
- Distributed flood relief kits during the Chennai floods and dry ration kits at the onset of COVID-19

Environmental sustainability. Ground-level impact assessment has been the core of our environmental sustainability initiatives:

- Constructed 45 percolation wells for conservation of 57,000 liters of rainwater
- Lake restoration projects in Bangalore and Indore benefited around 24,000 people

DXC India’s CSR ecosystem is now 17 NGO partners strong. In FY22, we collaboratively undertook 28 socially responsible projects and touched more than 140,000 lives.

At DXC, we are also very proud of the DXC Dandelion Program: Reimagining neurodiversity helps individuals on the autism spectrum build valuable IT skills and careers. The program combines robotics with commercial IT industry teaching and methodologies to help participants develop technical, life and
executive functioning skills. The DXC Dandelion Program provides an environment that supports and celebrates the talents and skills of neurodivergent individuals — such as those with autism, ADHD or dyslexia — and helps them build valuable skills to pursue a career in information technology. The DXC Dandelion Program was launched in 2014 in Australia with a focus on creating employment pathways and careers for neurodivergent individuals within the IT industry. With no prior professional experience required to participate, DXC has made the program available to individuals of all abilities with the motivation to work in technology. In addition to offering employment, DXC provides participants with technical and vocational training plus professional support by specialized consultants. Following the success of the program in Australia and New Zealand, DXC expanded the initiative across European and Asia Pacific countries. The United Kingdom was the first to launch, building on a 12-month pilot, with Bulgaria, Poland and the Philippines to follow. Learn more at https://dxc.com/au/en/cp/social-impact-practice/dxc-dandelion-program

In addition, DXC is a proud partner of The Scott-Morgan Foundation, which is on a mission to apply advanced technologies to empower people with extreme disabilities, illnesses and other challenging conditions to continue to live full and socially rich lives. The Foundation was established by Dr. Peter Scott-Morgan, a visionary British roboticist, author and speaker who, in 2017, was diagnosed with motor neurone disease (MND). Until his death in June 2022, DXC led the technology roadmap and integration for the foundation, bringing all the unique pieces of hardware, software and AI together into an integrated working solution designed to aid communication and mobility. Today, The Scott-Morgan Foundation is working on a new vision, with the same bold mission. Read more at https://dxc.com/uk/en/about-us/inclusion-and-diversity/dr-peter-scott-morgan-becomes-peter-2-0

**Disclosure 413-1: Operations with Local Community Engagement, Impact Assessments, and Development Programs**

To support the volunteering efforts of our employees, we launched our social giving platform DXC Cares, based on Benevity. With DXC Cares, we provide our employees globally with an easily accessible tool supporting their activities in giving, volunteering and taking action. Employees can create fundraising and volunteer initiatives and collaborate with colleagues, friends, family and social networks. DXC Cares already includes nearly two million vetted, global non-profit organizations to support. With DXC Cares we create global, companywide initiatives and see the regional and local efforts that our people create. DXC Cares is a key part of our people-first and Virtual-First environment.

Members of DXCs Legal team from around the world are donating their time, legal knowledge and skills through pro bono or free work because they are passionate about helping others and advancing causes they care about to improve our world. With some exceptions, they undertake charitable endeavors predominantly through NGOs and social enterprises aiming to solve complex problems and change lives. We are proud that the Thomson Reuters Foundation recently named our global legal team the winner of its 2022 TrustLaw “In-house Legal Team of the Year” Award for offering pro bono expertise on a range of projects that promote inclusion and human rights and support communities. (https://www.trust.org/i/?id=78b11d02-18c7-4475-9a5e-4ee5a2c93c18)

In most of the countries where we operate, we run charity activities to serve the local community. As noted earlier, the DXC India Foundation has worked with 17 NGOs and contributed to 28 socially responsible projects in the areas of education, inclusion, humanitarian support, and environmental sustainability, and our successful DXC Dandelion program has helped integrate neurodiverse individuals into the workplace. Since 2014, the program has strived to support workforce diversity, allowing individuals to develop their technical expertise while providing a holistic employment experience that prepares them for future careers within the technology field. To date, we have established 10 DXC Dandelion teams across Australia, working within DXC’s public and private sector clients, to employ more than 120 people on the autism spectrum. The program expanded into the United Kingdom in June 2021, with Bulgaria, Poland and the Philippines to follow.
Disclosure 413-2: Operations with Significant Actual and Potential Negative Impacts on Local Communities

We believe that our operations’ significant potential negative impact on local communities is zero.

4.9 GRI 414: Supplier Social Assessment

Management Approach Disclosures for Supplier Social Assessment

Our suppliers are an integral part of our sustainability strategy. In all our procurement activities, we 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. This is why we have established the DXC Responsible Supply Chain Principles. These principles speak to the commitments we make to our customers and our relationships built on trust and personal responsibility. They establish the standards required for conducting business with DXC. DXC’s own Human Rights Statement was developed following the tenets of the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. We expect our suppliers to introduce suitable processes within their organizations that support compliance with applicable statutes and that drive continuous improvements with regard to the requirements laid out in these Principles. Our goal is to work with our suppliers to ensure full compliance with these Principles, as they in turn apply them to their own suppliers with whom they work to deliver goods and services for DXC. We consider these Principles in our selection of suppliers, and DXC reserves the right to monitor supplier processes and procedures against these Principles as part of DXC’s ongoing Responsible Supply Chain Program. Where applicable, suppliers must participate in surveys and information gathering and must allow audits if required by DXC. Suppliers are expected to follow programs of improvement, including remediation if required, and must accept, if necessitated, the possibility of termination of the contract.

We developed our DXC Human Rights Statement following the tenets of the UN Guiding Principles on Business and Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. Underscoring these key commitments, our Responsible Supply Chain Principles establish a set of clear, detailed standards across six main categories for doing business with DXC:

- Respect for the basic human rights of employees
- Enforcing labor standards and prohibiting child labor
- Prohibition of corruption and bribery
- Environmental protection
- Diversity, equity and inclusion
- Systems and processes to ensure success in these areas

We expect our suppliers to create processes and programs that align with our values. We consider adherence to our Responsible Supply Chain Principles when we select suppliers, and we reserve the right to monitor supplier processes and procedures against these principles as part of our ongoing Responsible Supply Chain program. DXC also expects its suppliers to adhere to relevant national, regional and international laws and standards. These cover human rights, health and safety, fair labor practices, conflict minerals, the environment, bribery and corruption, and equality.

We routinely assess the performance of our key suppliers. In this way, we can evaluate their compliance with our principles. When we identify gaps in a supplier’s compliance, we work with that supplier to fill these gaps.
We are committed to minimizing the risk of all forms of forced labor and human trafficking within our business or supply chain. To this end, we have published a formal Human Rights Statement that sets out the steps we have taken to combat modern slavery and human trafficking at DXC and in our supplier organizations. Through our risk-based approach to eradicating these human rights abuses from our supply chain, we have incorporated specific questions on modern slavery and human trafficking into our screening survey for new suppliers and our screening survey for our largest direct suppliers by spend. When hiring new DXC employees and individual contractors, we check that they are legally eligible to work, ensure that they undertake and pass background checks and external referencing, and ensure that they pass our security clearance. We are positive that these multiple checks allow us to identify victims of trafficking or slavery.

Disclosure 414-1: New Suppliers That Were Screened Using Social Criteria
Suppliers to DXC who are under contract must agree to the Responsible Supply Chain Principles. We have a defined new vendor-add process that includes a restricted parties list check, a financial check and an embargoed countries check, as well as sign off by the relevant supply chain manager. This is governed by the DXC Third-Party Risk Management Policy.

Disclosure 414-2: Negative Social Impacts in the Supply Chain and Actions Taken
We identified no suppliers as higher risk based on performance. No action plans were required in FY22, as we identified no actual performance issues relating to modern slavery.

4.10 GRI 418: Customer Privacy
Management Approach Disclosures for Customer Privacy

Privacy Imperative
Global privacy and information management represents an important area for multinational organizations that collect, process, and transfer all kinds of information, such as confidential employee, customer, and business partner data, including personal data as defined in applicable data protection laws and regulations. There is an unbroken global legislative trend that the regulatory climate for data privacy and protection continues to grow in scope and complexity, as do the financial, legal, and reputational costs of a potential data breach. There are no boundaries because customer privacy affects DXC Technology inside and out, everywhere in the world. Legislation with an extraterritorial reach and customer contracts with a global scope require us to apply a holistic global approach to manage the privacy of customer data that is in our custody in every jurisdiction globally. We are engaged in all aspects of customer data processing, whether data is stored onsite within customers’ networks, hosted in DXC data centers, handled by DXC service personnel, or processed on behalf of DXC by our subcontractors, group companies and other strategic partners.

Managing Privacy
DXC’s global data protection program aims to foster the protection of confidential information uniformly and cohesively as well as comply with international regulations on privacy and data protection. Implementation and maintenance of a global data privacy program is a strategic part of achieving consistent data protection across all our companies worldwide via standardized policies and privacy-aware employees. We designed our privacy and information security policies and procedures to mitigate and minimize vulnerabilities, including loss, misuse, unauthorized access, and unauthorized disclosure of confidential and personal information. In this regard, comprehensive and strategic mitigation of the risks associated with a data breach is a top priority for DXC. Our approach includes an in-place crisis management plan to prepare for potential data breach incidents through a response team triaging adequate defined and comprehensive investigation and notification protocols to ensure a coordinated, timely data breach response. This response includes management escalation and reporting actions as well as management of remediation efforts. If a breach occurs, we will duly report the incident to the relevant customers and authorities in accordance with contractual and legal requirements. To ensure that
company, customer and personal information is accessed only to meet business requirements, we provide employees with training on privacy and security matters.

**Policies and Commitments**
We have implemented and maintain a company-internal privacy policy as well as a publicly accessible enterprise online privacy notice to reflect the value we place on earning and maintaining the trust of our employees, customers, business partners, and others whose personal data or other confidential information is shared with us and to ensure our commitment and dedication to their privacy. We are committed to the lawful treatment and confidential handling of sensitive information, including personal data, and have adopted a set of global information management policies, including privacy and data protection, security, system access, information categorization and other relevant policies governing the collection, use, disclosure, transfer, retention and deletion of information. We confirm that we will process personal data to which we have access in connection with our performance under any service agreement: (1) only on behalf of and for the benefit of the contractor; (2) in accordance with the service agreement and contractor's prior written instructions, if any; and (3) as otherwise required by all applicable data protection laws and regulations. We confirm that we will not process any personal data for any other purpose, absent specific written instructions from the contractor.

**Security and Confidentiality**
We have implemented a comprehensive suite of technical and organizational security measures and controls enabling us to comply with the requirements of applicable data protection laws regarding the secure and lawful collection, storage, use, transfer or processing of personal data. These measures include appropriate data processing and data transfer agreements aimed to provide an adequate level of privacy protection by and between DXC service partners. Across our global data security program, we use cybersecurity expertise to deter and mitigate threats, and we maintain ISO 27001 Information Security Management certifications at key data centers and delivery centers. To adequately address related compliance obligations and requirements, DXC has established a data privacy governance structure supported by an effective data privacy program. We will not disclose personal data to law enforcement unless required to do so by law. Where possible, we will attempt to redirect the law enforcement agency directly to the contractor or promptly notify the contractor and provide a copy of the access request, unless legally prohibited from doing so.

**Ongoing Monitoring**
We are committed to implementing “privacy by design” principles, including a privacy-management life cycle across all business areas. As part of this life cycle, we maintain ongoing monitoring of our privacy obligations, policies, and controls, including data protection impact assessments and privacy reviews of internal systems and processes used in the handling of personal data. External business partners, service providers, vendors and suppliers are obliged to comply with our policies and applicable laws and are subject to due diligence and compliance reviews accordingly. Subject to contractual agreements, customers shall have the right to inspect, with reasonable notice and during normal business hours, our business processes and practices involving the processing of personal data in relation to the services being provided to the customer. Respectively, DXC agrees to provide the customer with the reasonable documentation and information required for the customer to conduct a due diligence audit. We also agree to correct any security deficiencies or vulnerabilities caused by us or our subcontractors, within a time frame mutually agreed to by the parties involved. DXC’s security program is a key priority for the Board of Directors and our Executive Team. Accordingly, members of the Board of Directors receive information security updates at least quarterly, either directly from the COO or the chief information security officer. Updates reflect security performance, third-party assessments and ongoing continuous improvement efforts.

**Goals and Targets**
DXC strives for best-in-class data protection and privacy management, which requires a sound data privacy governance structure and an effective data privacy compliance and best practices program to ensure that we meet ever-changing and increasingly complex regulatory standards and all contractually
agreed privacy obligations. We have achieved ISO 27701 (Privacy Information Management System) certification for 38 of our key delivery centers, and we are committed to continuing our engagement with the remaining key delivery centers worldwide. DXC also trains staff annually on matters of information security and data privacy.

**Resources**

With a global lead data protection officer based in the EU and a network of privacy professionals at the corporate and regional levels, DXC’s Data Protection Office is a well-resourced and qualified strategic compliance function that operates under the authority of our global Ethics and Compliance Office. The Data Protection Office is responsible and accountable for advising our businesses on best practices in privacy compliance and for developing policies, procedures, training and risk assessment as well as for monitoring programs that will enable us to provide adequate levels of personal data protection for our customers, employees and other relevant individuals in all geographies and jurisdictions around the world.

**Disclosure 418-1: Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data**

Any specific communication about complaints or breaches is deemed “customer confidential” information and cannot be disclosed under these circumstances.

**End of Report.**

**Forward-Looking Statements**

All statements in this document that do not directly and exclusively relate to historical facts constitute “forward-looking statements.” Forward-looking statements often include words such as “anticipates,” “believes,” “estimates,” “expects,” “forecast,” “goal,” “intends,” “objective,” “plans,” “projects,” “strategy,” “target,” and “will” and words and terms of similar substance in discussions of future operating or financial performance. Forward-looking statements include, among other things, statements with respect to our future financial condition, results of operations, cash flows, business strategies, operating efficiencies or synergies, divestitures, competitive position, growth opportunities, share repurchases, dividend payments, plans and objectives of management and other matters.

These statements represent current expectations and beliefs, and no assurance can be given that the results described in such statements will be achieved. Such statements are subject to numerous assumptions, risks, uncertainties and other factors that could cause actual results to differ materially from those described in such statements, many of which are outside of our control. Furthermore, many of these risks and uncertainties are currently amplified by and may continue to be amplified by or may, in the future, be amplified by, the coronavirus disease 2019 crisis and the impact of varying private and governmental responses that affect our customers, employees, vendors and the economies and communities where they operate. For a written description of these factors, see the section titled “Risk Factors” in DXC’s Annual Report on Form 10-K for the fiscal year ended March 31, 2022, and any updating information in subsequent SEC filings, including DXC’s Quarterly Report on Form 10-Q for the quarterly period ended September 30, 2022.

No assurance can be given that any goal or plan set forth in any forward-looking statement can or will be achieved, and readers are cautioned not to place undue reliance on such statements which speak only as of the date they are made. We do not undertake any obligation to update or release any revisions to any forward-looking statement or to report any events or circumstances after this report is published or to reflect the occurrence of unanticipated events except as required by law.
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.

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