



2025
YEAR IN REVIEW

SOCIAL IMPACT PRACTICE





We aim to improve societal outcomes and increase diversity and inclusion through technology and innovation – making a sustainable impact for our customers, colleagues, partners and the wider community.

A message from

Robert Le Busque



Robert Le Busque

President,
Asia Pacific and Japan
DXC Technology

At DXC Technology, we are committed to improving societal outcomes and increasing inclusion through the responsible application of technology and innovation. Across Asia Pacific & Japan – a region defined by its diversity, scale and opportunity – our Social Impact Practice plays an important role in how we bring this commitment to life.

Over the past year, we have continued to expand the reach and impact of this work across our markets. Through our programs and initiatives, we are creating pathways to employment, improving access to technology and education, and supporting more inclusive, sustainable communities.

By working closely with our colleagues, customers and partners across the region, we will continue to strengthen our social impact – delivering meaningful outcomes at scale for the communities we serve.

Our programs driving Social Impact

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

DXC Dandelion Program

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

DXC Digital Futures Program

Improving digital inclusion and reducing e-waste by refurbishing and redistributing technology to underserved communities.

DXC First Nations Program

Supports measurable reconciliation and social outcomes through partnerships grounded in self-determination and cultural recognition, aligned to our Reconciliation Action Plan (RAP).

DXC Māori and Pacific Peoples Program

Actively promoting Māori and Pacific cultures in partnership with our customers, partners and communities.

DXC Veterans Program

Connects customers and partners with skilled, security cleared veterans who can re-build long-term, rewarding careers in IT.

DXC's Social Impact Practice: 2025 at a glance

In 2025, the Social Impact Practice grew significantly in both scale and impact.

The **DXC Dandelion Program** continued to deliver strong business and social impact by providing clients with access to highly capable neurodivergent technology professionals. The program expanded in Italy, and planning got underway for launching in New Zealand, Egypt, and the Netherlands. Established programs across the UK, Australia, Bulgaria, and Poland continued to transition DXC Dandelion team members into long-term roles across critical technology functions.

The **DXC Digital Futures Program** strengthened digital inclusion across Australia and the Pacific through deep collaboration with industry, education, Indigenous, and community partners. A key focus this year was expanding partnerships that connect education, real world experience, and inclusive workforce pathways. In particular, the partnership with Charles Darwin University's Radicle Centre reinforced DXC's commitment to long term, community-led STEM capability in regional, remote, and First Nations communities.

The **DXC First Nations Program** continued to strengthen trusted relationships with Aboriginal and Torres Strait Islander organisations, supporting inclusive supply chains, culturally informed delivery, and community led outcomes. Progress toward the Innovate Reconciliation Action Plan reinforced inclusion as a core business capability - enhancing social value while strengthening delivery resilience, partner ecosystems, and customer confidence.

This year, the **DXC Māori and Pacific Peoples Program** aimed to improve DXC's representation of Māori and Pacific talent into IT careers. The year included onboarding Māori cadets and graduates into full-time roles at DXC and one of its key Public Sector customers. To encourage Māori cultural awareness, the program also introduced a DXC *karakia* (prayer) and a DXC *waiata* (song) based on the DXC values to the beginning of formal meetings.

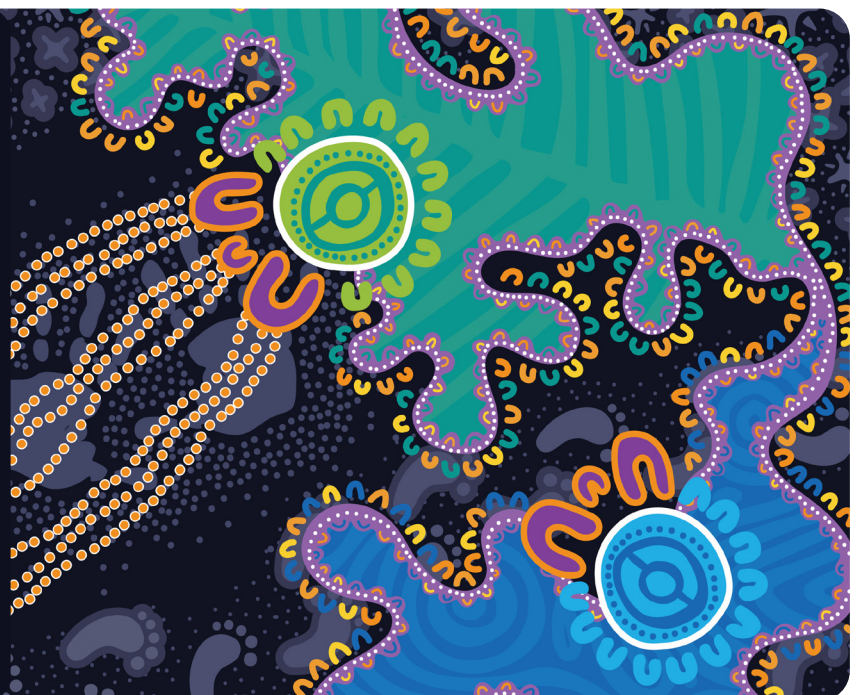
Lastly, the **DXC Veterans Program** continued to help veterans transition from service into the workforce by providing inclusive education and career pathways into IT roles, with and through DXC customers.

Acknowledgement of First Peoples

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

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

The artwork in both this report and in DXC's first Reconciliation Action Plan was refreshed for DXC by Casey Coolwell-Fisher, Aboriginal artist and graphic designer.



Social Impact to date

DXC Dandelion Program

350+

neurodivergent people gained meaningful employment

26

program teams across Asia Pacific and Europe

DXC Digital Futures Program

40,000+

lives impacted and improved

2,390+

refurbished devices donated in eight countries

DXC First Nations Program

35+

First Nations communities and organisations engaged

\$16m+

spent to date on Indigenous business in Australia (AUD)

DXC Māori and Pacific Peoples Program

41%

of DXC New Zealand's graduates, cadets and interns are of Māori/Pacific heritage

40+

Māori and Pacific communities and organisations engaged

DXC Veterans Program

23

veterans and military spouses engaged in the program

150+

technology certifications obtained by veterans and military spouses

DXC Dandelion Program

Launched in Australia in 2014 and grounded in global research, DXC Dandelion is co-designed with neurodivergent individuals to unlock specialised skills through a differentiated recruitment and workforce model. Clients benefit from a structured, low-risk approach that combines tailored onboarding, neuro-friendly role-specific technical training, and ongoing support—resulting in faster integration, reduced attrition, and consistent delivery outcomes across various IT & business functions.

The DXC Dandelion Program continued to expand further in 2025 with new client-aligned teams launched in Italy, and planning underway to introduce teams in New Zealand, Egypt and Netherlands.

For established programs, the UK continued to expand, and Australia, Bulgaria and Poland continued to deliver strong conversion rates of DXC Dandelion candidates into full-time roles, providing clients with long-term capability in areas such as software testing, cybersecurity, data analytics, automation, monitoring, UX, PMO and more. Their success validates the program's ability to create sustainable, job-ready talent pipelines in complex technology domains.

Externally, DXC reinforced its inclusion and leadership position by showcasing the program at various conferences such as CyberCon, AdelaideSec, and the APAC Autism Conference—demonstrating a proven, outcomes-driven model for inclusive workforce design.

350+

neurodivergent people gained
meaningful employment

26

program teams across
Asia Pacific and Europe

92%

retention rate of staff
within program

25+

national/international
industry awards

\$2.6m

invested in
research

30% - 40%

productivity improvement
against existing team



2025 highlights and achievements

"The [DXC] Dandelion Program is amazing, so supportive of my needs and it's made it easier to ask for help when needed."

— **Jacob Forster**
Mainframe Engineer and
DXC Dandelion Program graduate

Global expansion of the DXC Dandelion Program

Egypt

In partnership with Egypt's Ministry of Communications and Information Technology (MCIT) and the Information Technology Industry Development Agency (ITIDA), DXC is progressing plans to establish the DXC Dandelion Program as a scalable neurodivergent talent pipeline in Egypt.

The initiative will recruit and train up to 60 participants over two years through phased delivery, equipping them with foundational technical and life skills aligned to entry level IT roles. This collaboration strengthens local capability, expands access to skilled technology talent, and supports the growth of Egypt's IT ecosystem while enabling future workforce opportunities for DXC and its clients.

Netherlands

In 2025, DXC commenced planning to launch the DXC Dandelion Program in collaboration with local community organisations, industry partners, and universities, establishing a sustainable neurodivergent talent pipeline aligned to client delivery needs. Recruited participants will join DXC delivery teams, contributing directly to the delivery of IT services for DXC clients across the insurance sector and government agencies, strengthening delivery capacity and workforce resilience.

The first DXC Dandelion Program cohort in the Netherlands is planned to commence in late 2026, supporting DXC's ongoing expansion of inclusive, high performing delivery teams across Europe.

2025 global awards and recognition

- The Excellence in Personal Injury & Disability PIEF 2025 Awards – Excellence in Diversity & Inclusion nomination
- Awarded 2nd place at the 22nd Annual Responsible Business Awards Ceremony – Bulgaria
- The DXC Dandelion Program in Italy was featured in publication Data Manager 2025, in an interview with DXC Italy's Managing Director Nicola Mangia, highlighting DXC's commitment to using digital innovation as a driver of sustainability, inclusion, and societal value.

"I'm very grateful for the [DXC] Dandelion Program and what it's done for me. Through it I've had a foot into the IT industry and it's been a constant source of help and support whenever I need it."

— **Michael Hollow**
Mainframe Engineer and DXC Dandelion Program graduate

DXC Digital Futures Program

The DXC Digital Futures Program collaborates with partners to acquire, refurbish and donate technology to communities in need, while reducing e-waste, and working with partners and customers who are committed to community and environmental stewardship and sustainability.

2025 highlights and achievements

This year the program collaborated with a range of partners to deliver increased technology and STEM access and education across the Asia Pacific region. We acknowledge the tremendous work our partners do to support, donate through us, or enable communities, to achieve greater digital education literacy and self-determination.

- ACT Brumbies
- ACT Government Commission for International Engagement
- Alliance ICT
- Association of Poor Patients of Ho Chi Minh City
- LiteHaus International
- NT Cricket
- Origin
- Shell V-Power Racing Team
- Shinhan Life
- Charles Darwin University's Radicle Centre
- Willyama Services
- WV Technologies

With these partners we have been able to deliver the following:

21 donations	30+ communities supported
380 devices donated	4,800 (est.) lives impacted through donations
4 countries – Vietnam, Philippines, Fiji, Australia	10 STEM sessions enabled
1,100+ (est.) lives impacted through STEM/Sport events	120 donated devices under support via Indigenous partner
120 devices data sanitised via Indigenous partner	

Program recipients, 2025

We thank for the following worthy donation recipient organisations for their collaboration and for welcoming us into their communities:

- **Australia:** Charles Darwin University's Radicle Centre, Cherbourg State School, DeadlyScience, Driestone Middle School, Kalano Aboriginal Association, Malak Primary School, Nightcliff Middle School, Palmerston College, Sadadeen Primary School, Sanderson Middle School, Wahroonga Aboriginal Corporation, Win the Day Charity, and Wulli Wulli Aboriginal Corporation.
- **Pacific:** Veiu Primary School, Fiji; Baby And Moms and North Manilla Indigenous Students, Philippines; and Long Binh Primary & Secondary School, Phong Nam Secondary School, SOS Children's Village, and University of Sciences of HCMC, Faculty of IT, Vietnam.

40,000+

lives impacted

45+

program partners

2,390+

refurbished devices donated
across nine countries

110+

communities benefitted

90+

schools supported

99%

of DXC e-waste recycled

Partnership Spotlight: STEM Scholarships with Charles Darwin University and the CDU Radicle Centre

This year the program has further broadened its scope to better support STEM learning, as well as scholarships to better enable students in the Northern Territory of Australia - a jurisdiction with some of the most remote educational communities in the world, along with Australia's highest State or Territory percentage of First Australians residents (approx. 30%).

DXC signed a Sponsorship Agreement with CDU for the execution of mutually aligned strategic goals over the next two years. Part one of the Agreement provides funding for STEM programs delivered by the CDU's Radicle Centre, which showcases and strengthens the NT STEM ecosystem, by providing STEM engagement and training pathways. The funding is being used to deliver a series of STEM related programs to four local middle schools, and a 2-year schools work experience program, in collaboration with DXC. In addition, DXC has donated 15 refurbished laptops to the CDU Radicle Centre. These devices have already been used around the Territory, to support its own regional and remote STEM education programs. Part two of the agreement includes scholarships for up to eight TAFE students and two Uni students over two years, plus work experience opportunities for students, and with an emphasis on supporting First Nations candidates. This arrangement will include donation of a further eight devices to the TAFE students.

"Charles Darwin University's (CDU) partnership with DXC Technology is a powerful example of how universities and industry can work together to create meaningful opportunities for Territory students. The laptops DXC has donated will make a real difference in how we deliver STEM education, particularly in remote First Nations communities, where access to technology can be a major barrier. CDU is committed to sparking curiosity and confidence in STEM from an early age - and with this support from DXC, we can reach more young people and help them imagine a future in science and technology."

— Dr Carla Eisemberg

Director, Charles Darwin University (CDU) Radicle Centre for Science and Technology Engagement

"The Faculty of IT, University of Sciences of HCMC, would like to extend our sincere thanks to DXC Vietnam for your valuable contribution to the "Laptop Donation" Program 2025. The "Laptop Donation" Program has brought significant practical benefits to students of the Faculty of IT. Your support has provided great encouragement and created better conditions for students in their study and research in the coming period."

— Lam Quang Vu
Deputy Head, Faculty of IT
University of Sciences of HCMC



Students from The Faculty of IT University of Sciences of Ho Chi Min City, Vietnam





DXC First Nations Program

The DXC First Nations Program in Australia was established in 2019, with a vision of an Australia in which First Nations people and their communities achieve self-determination and proportional representation in all areas of our society; where we practice truth-telling of our history; and where we recognise and appreciate the unique knowledge and views of Australia's First Nations Peoples.

In 2020, DXC established our Reflect Reconciliation Action Plan (RAP). The four overarching themes aim to improve societal outcomes for Aboriginal and Torres Strait Islanders by:

- Increasing employment opportunities and cultural awareness within DXC
- Building Indigenous business partnerships
- Investing in First Nations education initiatives
- Working collaboratively with community groups to achieve intended outcomes

DXC is focused on mutually beneficial outcomes, and we believe we have much we can

achieve with, and learn from, Traditional Owners' world views, problem-solving and relationship development, in a spirit of reciprocal learning. First Nations peoples and communities hold a wealth of knowledge and experience, of peoples with rich cultures, steeped in spirituality, innovation, and sustainability. This knowledge and experience have been built up over tens of thousands of years and are something that we believe can be respectfully brought to bear on many societal challenges.

Through the course of this year, we have been developing our next (Innovate) Reconciliation Action Plan, as well as achieving significant outcomes through our programs.

We've had the privilege of collaborating with a diverse range of Aboriginal and Torres Strait Islander organisations - charities, commercial enterprises, social ventures, and other Aboriginal-controlled entities. These partnerships have deepened our community engagement, and we're sincerely grateful to those who have trusted us along the way.

35+

First Nations communities and organisations engaged

20+

partner organisations engaged

10+

First Nations businesses engaged

7,000+

lives positively impacted

\$16m+

spent to date on Indigenous business in Australia (AUD)

~1%

staff identifying as Aboriginal or Torres Strait Islander persons

"Thank you to DXC Technology and NT Cricket for this kind donation, which will help us to better support our community."

— **Marcus Rosas**
Kalano Aboriginal Community Association Inc.

2025 highlights and achievements

RELATIONSHIPS

Business Partnerships	• More than five First Nations suppliers supporting our solutions and indirect spend • A significant increase in spend with First Nations businesses of \$5M+, bringing our total cumulative spend to \$15M+. • Maintaining 15+ Indigenous Participation Plans and Social Commitment Plans with our customers, supporting First Nations business spend, employment and customer outcomes • Supply Nation membership renewed – maintained for five years, with quarterly meetings and reporting • Kinaway platinum partnership renewed – maintained for four years, with quarterly meetings and reporting
Sponsorships and Collaborations	• Partnered with NT Cricket through major sponsorships supporting both the organisation and its Indigenous cricket carnival, the Imparja Cup, promoting STEM, sport, and community engagement. • Commenced sponsorship of Charles Darwin University, with a focus on First Nations Students, to enable STEM education sessions and scholarships for 2025-2027. • Continued to sponsor the Shell V-Power Racing Team, collaborating to donate laptops to First Australians communities, expanding reconciliation into the Team's partner network • Continued to sponsor the ACT Brumbies, as their First Nations Engagement Sponsor, collaborating to support First Australians students and communities.

RESPECT

Cultural Education and Understanding	• Continued with Evolve Communities online cultural awareness training courses • Partnered with Alliance ICT and others for cultural advice and consultation • Supported inclusivity programs through the Diversity Council of Australia membership • Enabled cultural awareness training for more than 1,000 staff, cumulative • Celebrated major cultural events annually, including National Reconciliation Week and NAIDOC Week
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OPPORTUNITIES

First Nations Education and Career Pathways	• Invested in excess of \$1M in career development for Aboriginal and Torres Strait Islander early-career staff via our First Nations Program • Delivered more than 50 STEM sessions, with over 500 students participating • Onboarded one First Nations cadet, transitioned one First Nations Intern to DXC
Community Donations and Outreach	• Donated over 1,000 devices to First Nations communities nationwide (cumulative) • Engaged with more than 30 communities and schools • Ran 50 donation events, impacting over 7000 First Australians and reducing the digital divide

TRACKING AND GOVERNANCE

- Maintained our RAP Working Group
- Reported annually to Reconciliation Australia, quarterly to Supply Nation
- Embedded RAP concepts and practices in our key business units, including Delivery and Supply Chain
- Enlisted and engaged with our entire Australian Senior Leadership team to achieve DXC's Reflect RAP outcomes
- Reported regularly in over 20 customer reports per year on our progress, including recruitment and traineeships, community engagement, and First Nations business partnerships and spend
- Progress to final stages, our Innovate RAP for release in 2026.

DXC Māori and Pacific Peoples Program

"I'm incredibly proud of the impact we're making—supporting Māori and Pacific communities through digital literacy and career pathways and creating opportunities for neurodiverse talent through the DXC Dandelion Program. I'm especially grateful to the teams whose passion brings these initiatives to life every day."

— Casey Taylor
NZ Country Manager
DXC Technology

The DXC Māori and Pacific Peoples Program has continued to mature and deliver meaningful outcomes in Aotearoa New Zealand. In FY25, the Program further strengthened its focus on building sustainable Māori and Pacific representation in technology careers, supporting clear education-to-employment pathways and deepening partnerships with communities, customers and industry.

The Program is now firmly embedded within DXC's local operations and culture. This is evidenced by the successful transition of Māori and Pacific cadets and graduates into permanent roles, the delivery of positive workforce outcomes for customers, and the integration of culturally inclusive practices.

Guided by four strategic themes—

- Business Partnerships (*Kotahitanga*)
 - Education and Career Pathways (*Ara Whai Mahi*)
 - Community Connections (*Tūhonotanga*)
 - Māori and Pacific Cultural Awareness within Aotearoa (*Whanaungatanga*)
- the Program continues to strengthen DXC's position as an employer of choice for Māori and Pacific peoples. At the same time, it fosters greater cultural awareness, inclusion, and connection across the organisation.

12 Pacific and Māori Language week events held	2nd Cohort of interns completed training across 2024 – 2025	41% of DXC New Zealand's graduates, cadets and interns are of Māori/Pacific heritage
2 Inaugural project/career training events held	1st Careers Day held, providing IT industry guidance for 15 Māori and Pacific aspirants	4 Partner/customer networking events held

2025 highlights and achievements

In 2025, the DXC Māori and Pacific Peoples Program achieved measurable progress in creating education-to-employment pathways, supporting Māori and Pacific talent into permanent roles, and fostering culturally inclusive practices aligned to DXC values.

Customer, partner and industry engagement

In 2024/25, DXC continued to strengthen collaboration with partners involved in the Māori and Pacific Peoples Program, enhancing our collective ability to deliver positive and sustainable outcomes for Māori and Pacific communities.

- In collaboration with our partner Rea, DXC hosted a Careers Day. The event focused on engaging underrepresented groups in IT, providing practical career advice by industry experts
- Engagement progressed with a collective of six tribes on implementing digital platforms to support data storage, access, and management, including exploration of AI-enabled solutions to enhance governance, insights, and long-term data stewardship.

Cultural awareness

DXC continued its commitment to embracing and promoting Māori and Pacific cultures across the organisation.

- Across our three DXC New Zealand offices we recognised *Matariki* (Māori New Year) and celebrated Māori Language Week alongside all twelve Pacific Language Weeks.

- We introduced DXC's first *karakia* (prayer) to be performed at formal meetings particularly with our public sector customers where the *karakia* is standard practice to open and close meetings. We also created a DXC *waiata* (song) based on the DXC values and the words gifted from Ngaa Rauru, an *iwi* (tribe) the program has a relationship with.

Community initiatives

- To strengthen *whanaungatanga* (relationships) and *tūhonotanga* (connections) within the community, the DXC Māori and Pacific Peoples Program initiated engagement in 2024 with Māori community groups, *iwi*, and leaders across Pacific communities.
- The relationship with Ngaa Rauru has progressed and DXC plans to support *rangatahi* (youths) through the provision of Microsoft accreditation courses, with a pilot program confirmed to start late 2025.
- Both DXC Māori and Pacific Peoples and DXC Digital Futures programs combined to support Māori and Pacific charities in Christchurch with laptop donations.

Career and education pathways

Throughout 2024 and 2025, the DXC Māori and Pacific Peoples Program continued to strengthen relationships with key education and career-training partners, supporting the development of sustainable pathways into technology and public sector careers. These collaborations delivered several positive outcomes.

- Six Rea Coach cadets were placed on a 12-week project with a key public sector customer. Following the completion of the placement, all six cadets secured permanent employment—four with DXC and two with the customer.
- In partnership with TupuToa, DXC established its second internship cohort programme, providing two participants with valuable public sector experience. In addition, an intern from the first cohort successfully transitioned into a full-time role, demonstrating the effectiveness of the programme in supporting long-term employment outcomes.

"Both Veteran participants transitioned from military service into frontline case management and they've thrived. Their attention to detail, consistency, and reliability have made them trusted by leaders and teams alike. They've managed real claims, under real pressure, and bring a level of maturity and structure that can transform teams."

— Claims Manager
DXC Technology

DXC Veterans Program

The DXC Veterans Program helps veterans transition into successful IT careers by offering education and career opportunities within an inclusive environment that supports both mental and physical wellness, while also providing clients with access to highly skilled, security-cleared professionals.

In 2025, the program continued by placing 14 veterans in one of DXC's major Insurance industry accounts to assist with DXC's service delivery. Veterans received support for technical upskilling through the DXC Academy, specialized training tailored to the industry-specific roles, and a comprehensive support model including dedicated support specialists and culturally informed career guidance.

As a result, we've been able to help several veterans successfully achieve program milestones and transition into full-time roles with DXC, while others leveraged the program as a pathway to re-enter the workforce and pursue broader career opportunities.

We are proud of our ongoing collaboration with customers, partners, and education providers, working together to assist veterans with recruitment, training, career advancement, and continuous well-being support. The program offers workshops, webinars, and information sessions, resulting in participants earning more than 150 technology certifications, with all veterans now employed in full-time roles in the IT services sector.

23

veterans and military spouses engaged in the program

5

program participants received cyber security degrees

150+

technology certifications obtained by veterans and military spouses





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

— Tony Fok

Asset manager, Workplace Technologies, Origin Energy

A corporate partner of the DXC Digital Futures Program and First Nations Program

Learn more at
dxc.com/socialimpact



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