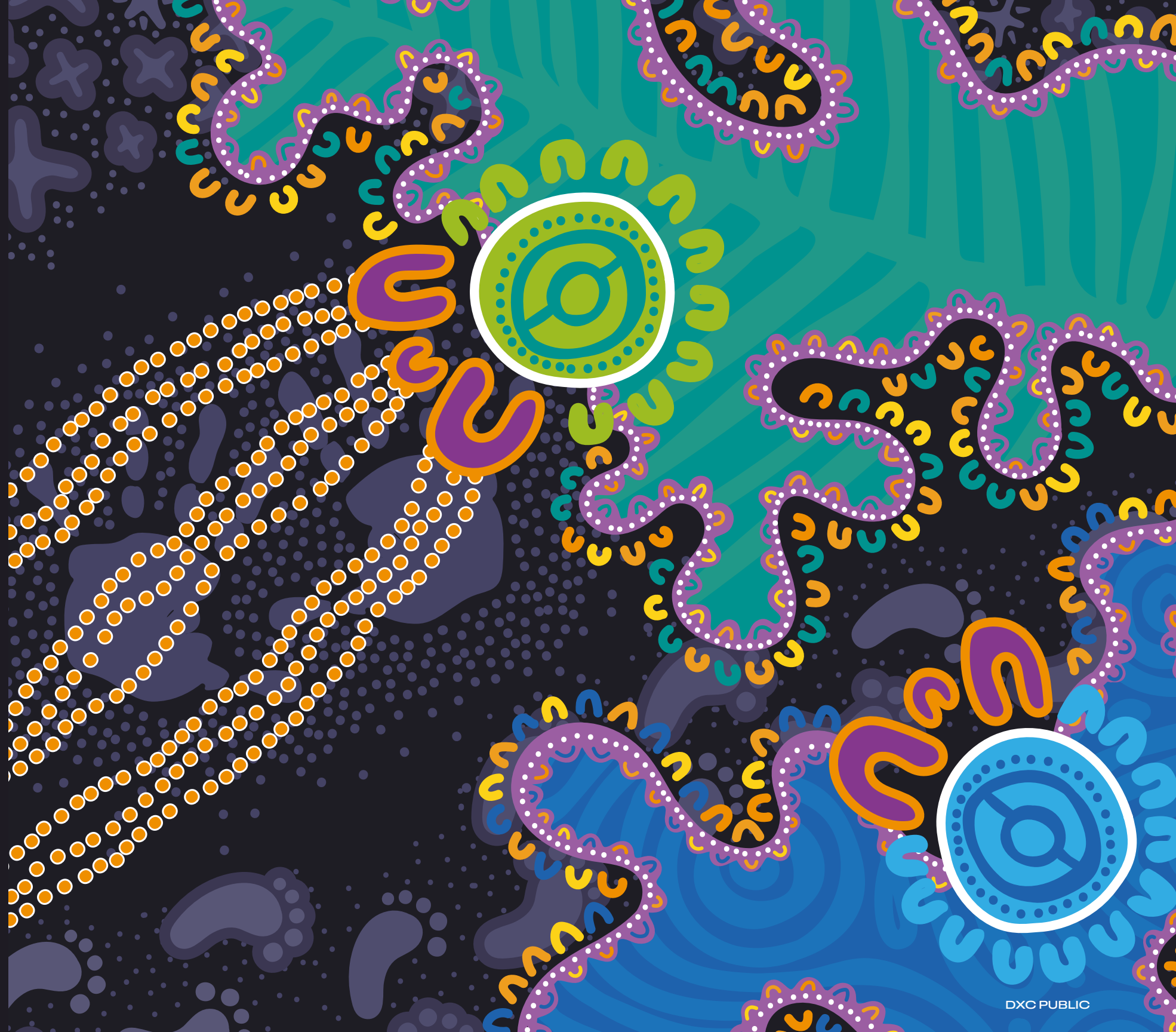


INNOVATE RECONCILIATION ACTION PLAN

April 2026 to April 2028

DXC



ACKNOWLEDGEMENT OF COUNTRY

DXC acknowledges the Traditional Owners of Country throughout Australia, and their continuing connection to land, water and community. We pay our respects to them and their cultures, and to their Elders, past and present.

Location: Molonglo River, Ngunnawal Country
Photo credit: Stuart Meadley

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SHARING DREAMS FOR A BRIGHTER FUTURE

by Casey Coolwell-Fisher, artist

The cover artwork, which is also shown here, represents DXC Technology progressing forward through reconciliation with community-minded programs and talent pathways. As DXC moves into an **Innovate** RAP, this artwork builds on the artwork in the **Reflect** RAP.

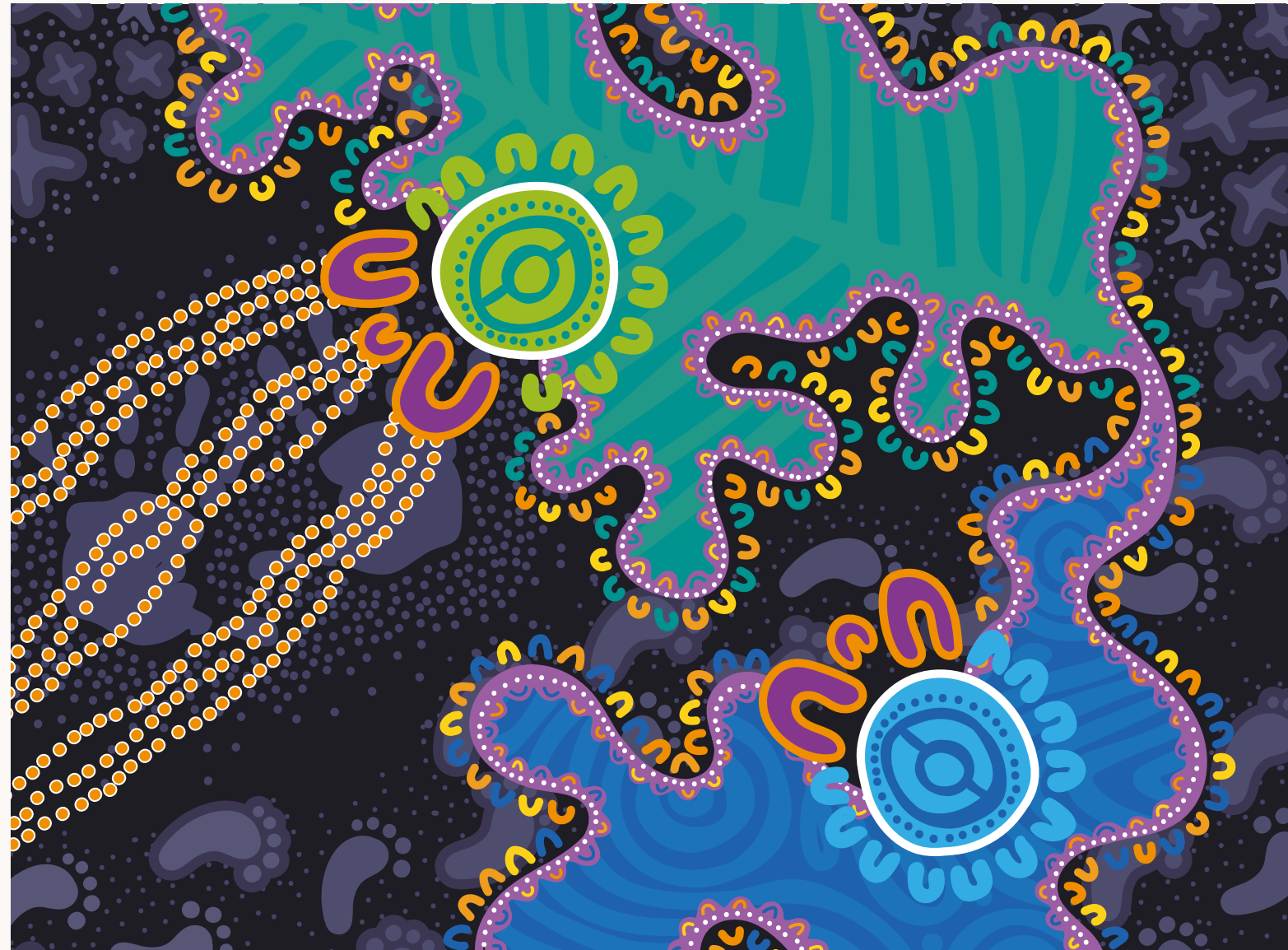
This is done through the inclusion of the “imprints” and “communication tracks”. The handprints signify an “imprint” that DXC has on communities, and the “communication tracks” represent the connecting lines between DXC and communities.

The three people joined at the end of the “communication tracks” represent DXC and the company’s internal growth of employment, taking DXC on the journey. DXC is involved with community through the yarning circle, gathered around with Elders. The different yarning circles are connected by land (leaf element) and water (ripple element).

The land represents the development of partnerships working on Country, where DXC operates, and the water represents the location where First Peoples talent grows and joins the DXC family, with the ripples depicting the expanding benefits to the wider information and communications technology (ICT) industry.

The pathway connecting the yarning circles holds the knowledge (white dots) that connects and integrates DXC staff and community members. The DXC staff and community members are shown as the “U” shaped elements.

The stars in the background represent navigation and are in the motion of moving towards the future. They also symbolise navigational tools of the helping hands of partners working alongside DXC. The footprints also represent the motion of moving forward together and creating the grounding of community and the way in which they walk.



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About the Artist and Artwork in this Innovate RAP

DXC Technology once again commissioned artist Casey Coolwell-Fisher to produce her beautiful artwork, which is featured in this Innovate RAP. Her vibrant use of colour, contemporary Aboriginal style, and intricate way of bringing together distinct concepts into a cohesive whole make her work truly remarkable.

In this Innovate RAP, titled Sharing Dreams for a Brighter Future, Casey has overlaid her artistic representation of our four collaboration themes, which are community, culture, business partnerships, and education and career pathways, atop our goals and aspirations for reconciliation.

DXC values the blending of ancient and modern cultures through art. We are deeply grateful to Casey for reprising her creative contribution, which celebrates life, the digital world, and the ways in which DXC and our community can thrive together to support better outcomes for Aboriginal and Torres Strait Islander peoples.

ABOUT THE ARTIST

Casey Coolwell-Fisher is a Nunukul woman of the Quandamooka people from Minjerribah/Terranjeri (North Stradbroke Island). Co-owner, artist and designer behind CHABOO, a Supply Nation registered company, she relays stories through graphic design and hand-painted Aboriginal art, with her husband Roy Fisher (Wakka Wakka) and son. In addition to being commissioned to create artwork for DXC's first RAP, Casey has created artwork for many well-known organisations, including the Menzies School of Health Research, Queensland Performing Arts Centre, the Sentencing Advisory Council Queensland and the University of Queensland.



The artist, Casey Coolwell-Fisher
Photo credit: Lewis James Media

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MESSAGE FROM ROB LE BUSQUE

**President, Asia Pacific and Japan
DXC Technology**

At DXC, we are proud of the work we do to support the communities in which we operate. As importantly, we are delighted with our achievements and the relationships we have developed since implementing our Reflect Reconciliation Action Plan (RAP), supported by DXC’s First Nations Program.

While developing our Innovate RAP, we have reflected on our current position, evaluated our strategic direction and capacity, and reaffirmed our commitment to supporting the self-determination of Aboriginal and Torres Strait Islander peoples, communities and businesses. This period of reflection has enabled us to mature our approach, and to focus on areas we know will deliver the greatest impact, bearing in mind the evolving needs of the community and the broader Australian economic landscape.

We have increased our total First Nations business spend from \$6 million to \$16 million since issuing our Reflect RAP, with the support of our bid, solution and supply chain teams. We have also onboarded over 20 First Nations early and mid-life career professionals across DXC and our vendor networks.

Increased cultural awareness across DXC has fostered a meaningful shift in our approach to engaging with Aboriginal and Torres Strait Islander peoples. This includes more inclusive recruitment practices, inviting Traditional Owners to significant events, and a strategic commitment to partnering with First Nations businesses as partners in our solutions, all contributing to our Indigenous spend.

Highlights include: launching our Reflect RAP alongside the then-Minister for Indigenous Australians, Ken Wyatt AM, who emphasised the importance of walking side-by-side with Aboriginal and Torres Strait Islander peoples.

Another pivotal moment was holding executive cultural education sessions led by Carla Rogers and Aunty Munya Andrews from Evolve Communities, which deepened our leadership team’s understanding of cultural challenges, opportunities and unconscious bias. In addition, DXC opened the “Ngara Djiyadi” Customer Engagement Centre in Sydney, reaffirming our commitment to Reconciliation. Aunty Donna Ingram supported the naming of the space with appropriate Gadigal language and officiated the opening with a Welcome to Country.

These initiatives and our RAP continue to deepen our awareness of Country and strengthen our engagement with First Nations peoples, communities and businesses. We remain committed to advancing this learning through meaningful action.

This Innovate RAP depicts our progress to-date and outlines our commitments for the next two years. As DXC progresses along our reconciliation journey, we remain mindful of the evolving social landscape and are committed to strengthening Indigenous engagement across business partners as well as not-for-profit and community partnerships.

We look forward to continuing our journey, and we offer our heartfelt thanks to all our partners, communities, schools and customers for their continued support in driving meaningful social impact.



Rob Le Busque
President, Asia Pacific and Japan (APJ)
DXC Technology

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STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia commends DXC Technology on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for DXC Technology to expand its understanding of its core strengths and deepen its relationship with its community, staff and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, DXC Technology will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also of empowering and enabling staff to contribute to this process, as well.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. DXC Technology is part of a strong network of more than 3,000 corporate, government and not-for-profit organisations that have taken goodwill and intention and transformed it into action.

Implementing an Innovate RAP signals DXC Technology's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to DXC Technology on your Innovate RAP, and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer,
Reconciliation Australia
Photo credit: Joseph Mayers

MESSAGE FROM DXC'S SOCIAL IMPACT PRACTICE EXECUTIVE SPONSOR

At DXC, I have the privilege of serving in two closely connected roles. As the Chief of Staff for DXC's Asia Pacific and Japan (APJ) region, I ensure that key programs and business activities are well supported and effectively delivered. I also have the privilege of serving as Executive Sponsor for both DXC's Social Impact Practice (SIP) and for our Reconciliation Action Plan (RAP) Working Group.

For our SIP, my goal is to optimise DXC's capabilities to deliver the best possible outcomes for our customers and communities, within our areas of focus. Through our RAP, we aim to embed our vision of reconciliation across our business and in our engagement with Aboriginal and Torres Strait Islander communities.

Our SIP leverages technology to foster a more sustainable and equitable future by empowering marginalised communities through meaningful employment and engagement. Guided by the principles of diversity, inclusion and self-determination, the practice enables individuals, families, communities and future generations to flourish through equitable opportunities and economic empowerment.

DXC partners with community groups, academic institutions, peak bodies and industry to understand social challenges and co-design impactful solutions. The practice creates supported pathways into IT careers for individuals facing barriers to entry. We align our programs with broader social impact priorities, such as sustainability and education, and embed these outcomes into our business operations. By tapping into under-represented talent pools, our SIP delivers measurable social impact while enhancing business outcomes. We know

that by providing employment opportunities in the technology sector, we can change the lives of individuals, their families, and the community at large.

I am pleased to share that three programs governed by the practice have benefited from our RAP. Our First Nations Program has gained clear direction, defined deliverables and strengthened governance. In addition, the DXC Digital Futures Program has emerged as a standalone initiative focused on technology access and STEM (science, technology, engineering and mathematics) literacy, supported by the RAP engagement. In New Zealand (Aotearoa), our Māori and Pacific Peoples Program has refined its approach and direction through shared learnings. All three programs are now integrated into DXC's regional sponsorships, with partner activations expanding our collective reach and deepening social and community impact.

As part of our Innovate RAP, DXC will continue to expand the highly successful community engagement activities that are powered jointly by our First Nations Program and our DXC Digital Futures Program. Through this RAP, its themes of activity, and governance structures, we have explored and developed a robust system to incorporate reconciliation into our business.

I am proud to support the Innovate RAP as we continue to strengthen the integration of reconciliation into our business through meaningful connection with Aboriginal and Torres Strait Islander communities and businesses.



Natasha Copley
Chief of Staff, Asia Pacific and Japan (APJ)
Social Impact Practice Executive Sponsor,
DXC Technology

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OUR BUSINESS

DXC Technology is a leading enterprise technology and innovation partner delivering software, services, and solutions to global enterprises and public sector organisations — helping them harness AI to drive outcomes at a time of exponential change with speed. With deep expertise in Managed Infrastructure Services, Application Modernisation, and Industry-Specific Software Solutions, DXC modernises, secures, and operates some of the world’s most complex technology estates.

In Australia, DXC employs around 4,000 people and has a national footprint, with representation in every State and Territory. DXC is a recognised leader in corporate responsibility, the recipient of many community awards and strong global citizenship rankings.

Approximately 1% of our people identify as Aboriginal and/or Torres Strait Islander. We are proud that over 180 more of our staff in Australia identify as First Peoples from countries other than Australia, supporting our multi-cultural and inclusive work environment.

Our Vision of Reconciliation

Since the founding of DXC’s First Nations Program and the launch of our Reflect RAP, we remain committed to our vision of reconciliation, which is:

An Australia in which Aboriginal and Torres Strait Islander peoples and their communities achieve self-determination and proportional representation in all areas of our society; where we practice truth-telling of our history; and where we recognise and appreciate the unique knowledge and views of Australia’s First Nations peoples.

Through this Innovate RAP, DXC will continue our reconciliation journey beside the First Nations organisations, business partners and communities that enrich our understanding. With their generous commitment to collaboration, the DXC community is enriched and supported to foster an inclusive culture that values the experience and knowledge that First Nation peoples bring. This enables DXC to be a better business and work community and support widespread social change.

We continue to support agreement-making between governments and First Nations, and truth-telling about our history, in accord with the “Uluru Statement from the Heart” (2017). We will continue to conduct our business with the First Nations peoples of Australia and the wider region in an ethical manner; engaging in honest and open dialogue to support their self-determination.



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OUR RECONCILIATION JOURNEY

In October 2018, DXC announced the establishment of the DXC Social Impact Practice and our intention for the first new program to focus on better understanding and supporting Aboriginal and Torres Strait Islander peoples. In 2019 we launched DXC’s Australian First Nations Program. In 2020 we developed and released our first Reconciliation Action Plan.

Our Principles

We continue to work towards our vision, guided by the following principles, developed through yarns and learnings from Aboriginal and Torres Strait Islander peoples, community groups and businesses:

1. **Align** objectives, themes and actions with supporting Aboriginal and Torres Strait Islander peoples in maintaining their connection with culture, community and Country.
2. **Adopt** a mindset of reciprocal learning, for mutual benefit.
3. **Engage** in collaboration and co-design with First Australians, in developing and supporting self-determination projects and activities.
4. **Respect** Aboriginal and Torres Strait Islander peoples’ cultures, spirituality, traditions and belief systems.
5. **Engage** with all stakeholders with honesty, humility, integrity, respect and compassion.
6. **Support** truth-telling and acknowledgement of the histories of First Nations peoples of Australia.
7. **Focus** on strengths-based approaches and perspectives, discourage deficit-based approaches and perspectives.
8. **Ensure** accountability for and measurability of our actions.

Our RAP Objectives

Based on our stated vision and principles, our overall objectives are to embed reconciliation initiatives more deeply into the organisation, and to use our sphere of influence to drive reconciliation for the community

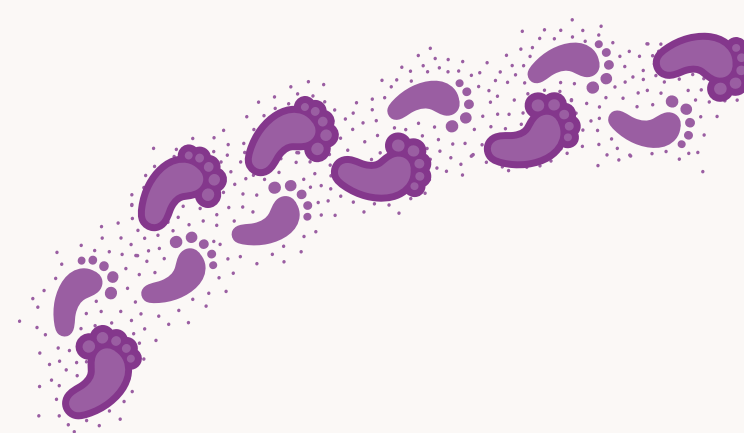
In our first RAP, our vision, principles and objectives led us to identify four distinct themes. These themes continue to serve as the primary lens through which we approach the delivery of RAP actions and work towards achieving our RAP objectives:

- **Business Partnerships.** Building meaningful relationships with Aboriginal and Torres Strait Islander communities and businesses.
- **Education and Career Pathways.** Supporting the achievement of self-determination and proportional representation through economic capacity, education and career opportunities.
- **Community Engagement.** Walking with and supporting communities to increase their local capability and reach to support their wider networks.
- **DXC Diversity, Culture and Inclusion.** Promoting respect and increasing awareness of Aboriginal and Torres Strait Islander peoples, their cultures and our shared histories.

Our RAP Themes, Outputs and Benefits

Through the implementation of our Reflect RAP, we discovered that the themes we had developed were more interdependent than we anticipated. Business partnership activities supported community engagement. Community donations enabled STEM initiatives. STEM activities, in turn, blended with traineeships and employment pathways, which led to stronger workplace cultural support and enablement.

While there is overlap across all our themes, the figure on page 11 depicts our perspective on some of the key ways in which they interrelate, along with the social and business benefits we’ve identified.



This figure depicts our perspective on some of the key ways in which the four key themes interrelate, along with the social and business benefits we've identified. As we move forward in this Innovate RAP, we aim to take a more integrated approach, as shown here.

Integrated Approach: RAP Themes, Outputs and Benefits

BUSINESS PARTNERSHIPS

- Indigenous partners development and on-boarding
- Business partner plans
- DXC solution inclusion

Social Benefit

- Increased Indigenous business growth
- Increased First Australians employment opportunities

Business Benefit

- Increased partnership network
- Increased diversity in solutions
- Addressing customer compliance requirements

DIVERSITY, CULTURE AND INCLUSION

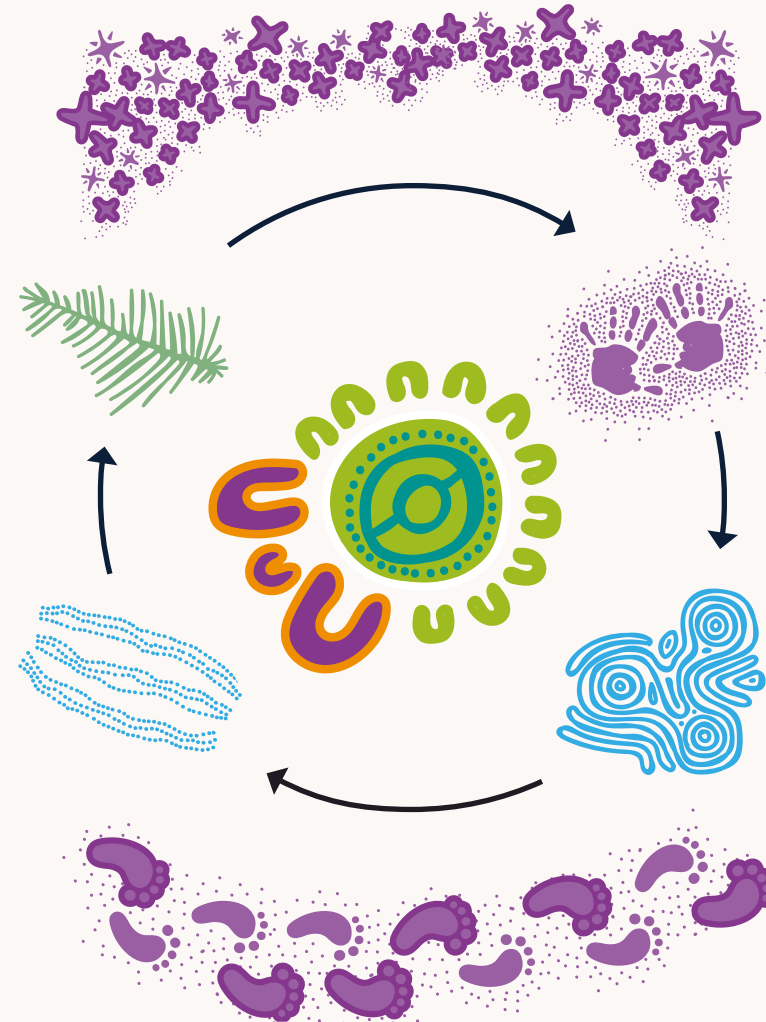
- Cultural awareness training for colleagues
- Indigenous employee support framework
- Participation and celebration of culture

Social Benefit

- Increased employment of First Nations people in technology sector

Business Benefit

- Increased diversity of colleagues
- Increased employee engagement and job satisfaction
- Addressing customer compliance requirements



COMMUNITY ENGAGEMENT

- Community volunteering
- Digital access and donations
- Digital literacy education

Social Benefit

- Increased community self-determination and access to technology

Business Benefit

- Increased understanding of and learning from community and culture
- Supporting customer ESG (environmental, social and governance) requirements
- Value-added solutions for customers through secure donations pathways

EDUCATION AND CAREER PATHWAYS

- Digital and STEM careers events for kids
- Supported traineeships, internships and work experience
- Early-career placements

Social Benefit

- Increased education, training and employment opportunities for First Australians

Business Benefit

- Increased talent and trainee pipeline
- Increased diversity of colleagues
- Addressing customer compliance requirements

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Our goal is to leverage the most successful initiatives from each of the four themes as the primary vehicles for achieving our new objectives. The approach has resulted in a series of clear collaboration opportunities for partnerships, as shown in this figure.

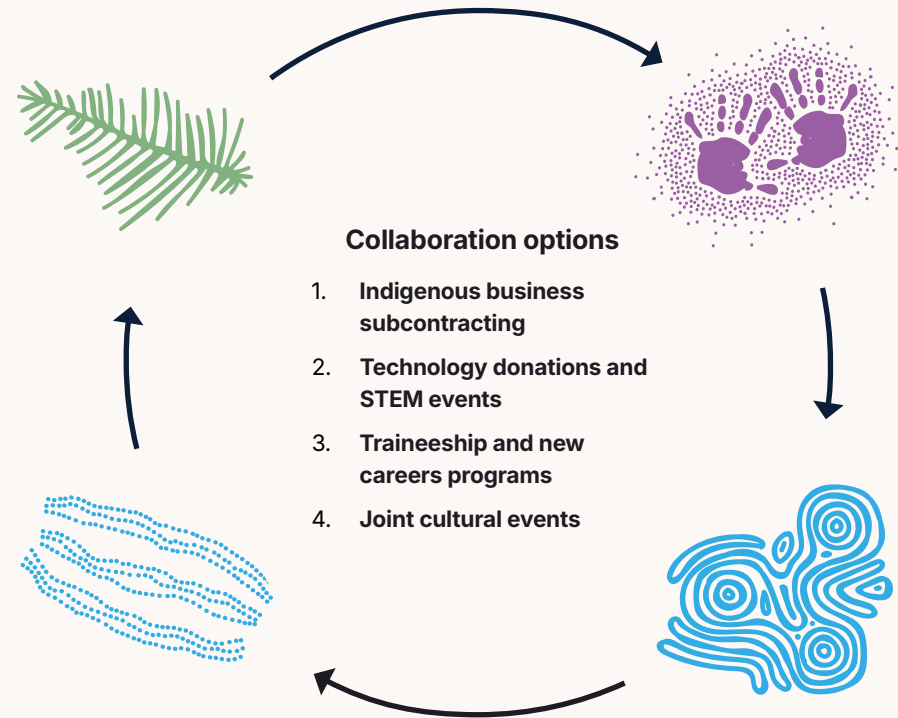
RAP Partner and Customer Collaboration Opportunities

1. BUSINESS PARTNERSHIPS

- Indigenous partner sourcing and on-boarding
- Business partner plans
- DXC delivery partners

4. DIVERSITY, CULTURE AND INCLUSION

- Cultural awareness training
- Participation in and celebration of cultural events
- Cultural support



2. COMMUNITY ENGAGEMENT

- Digital access and donations
- STEM events and digital basics education
- Volunteering activities

3. EDUCATION AND CAREER PATHWAYS

- Supported traineeships, internships, work experience
- Early-career placements
- Indigenous employee support framework

GOVERNANCE

Our RAP is supported and governed by its Steering Committee and by our RAP Executive Champion, DXC's regional Chief of Staff, Natasha Copley. An experienced executive who is also our Social Impact Practice Executive Sponsor, Natasha reports directly to the DXC region's president, Rob Le Busque. Our RAP Steering Committee supports all actions, including engagement with business units such as People & Culture, Employee Training, Sales, and Supply Chain.

We leverage the diversity principles of our global corporation and the specific focus of our Social Impact programs. We respect and value cultural awareness and sensitivity, diverse views and courageous discussion. Our RAP Working Group reflects this in its membership, including people from a wide range of cultural backgrounds, age groups and locations. Members represent various business units across DXC, including Delivery, Sales, Solutioning, Alliance and Partnership Engagement, Finance, Contract Management, Communications, Accounts, Marketing and Senior Leadership.

Our RAP will continue to be driven by our First Nations Program lead, Stuart Meadley, who co-founded and runs our First Nations Program and RAP Working Group. He is a respected advocate for social outcomes and a supporter of First Nations community engagement and businesses. As an ambassador for our reconciliation journey, internally and externally, he will drive internal engagement and awareness, drive the RAP's commitments, and manage our external RAP partnership relations.

We will periodically issue expressions of interest for First Nations employees to join the RAP Working Group. To ensure ongoing support, accommodate the busy schedules of our people, and reduce the cultural load on our First Nations staff, DXC is engaging external cultural advisory support to guide our RAP Working Group, helping to strengthen DXC's reconciliation journey along our four RAP themes.

As we embark on our first Innovate RAP, we are proud to enlist genuine First Nations advisory support to ensure we maximise both our RAP impacts and our cultural respect, sensitivity and understanding.



Simon O'Toole, from Reality Dreaming, and a First Nations student create digital artefacts at a program hosted by Western Sydney International Airport (WSI) and DXC to advance technology learning. Photo credit: Stuart Meadley

MAJOR ACHIEVEMENTS

Since launching our first RAP, DXC has made meaningful progress across all four of the required RAP pillars: **Relationships, Respect, Opportunities and Tracking and Governance**. Our efforts have led to tangible outcomes that reflect our ongoing commitment to reconciliation.

RELATIONSHIPS

Business Partnerships

- More than **5 Indigenous suppliers** supporting our solutions and indirect spend
- Over **\$12 million** spent with First Nations businesses
- **20+ customer Indigenous Participation Plans and Social Commitment Plans** implemented, supporting business spend and customer outcomes
- **Supply Nation membership** maintained annually with quarterly meetings and reporting
- **Kinaway platinum corporate partnership** renewed annually with regular engagement (Kinaway is the Chamber of Commerce for Victorian Aboriginal and Torres Strait Islander businesses)

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
- Sponsored **Charles Darwin University** to enable STEM scholarships and programs

- Continued to sponsor the **Shell V-Power Racing Team** and **ACT Brumbies**, collaborating to donate laptops to First Australians communities
- Became the inaugural sponsor of the **Canberra Indigenous Business Precinct**

RESPECT

Cultural Education and Understanding

- Partnered with **Evolve Communities** for cultural awareness training
- Partnered with **Alliance ICT** and others for cultural advice and consultation
- Supported inclusivity programs through **Diversity Council of Australia** membership
- Enabled cultural awareness training for more than **1,000 DXC staff**
- Provided **19 DXC Australia executives** with cultural awareness training related to truth-telling of Australian history and the culture of Aboriginal and Torres Strait Islander peoples
- Celebrated major cultural events annually, including National Reconciliation Week and NAIDOC (National Aboriginal and Islanders Day Observance Committee) Week

OPPORTUNITIES

First Nations Education and Career Pathways

- Invested **more than \$1M** in career development for Aboriginal and Torres Strait Islander early-career staff via our First Nations Program

- Delivered more than **50 STEM educational sessions**, with over **500 students** participating
- Celebrated the graduation of our three inaugural **First Nations trainees**

Community Donations and Outreach

- Donated over **1,000 devices** to First Nations communities nationwide
- Engaged with more than **30 communities and schools**
- Ran **35 donation events**, positively impacting the lives of over **7,000** First Australians and reducing the digital divide

TRACKING AND GOVERNANCE

- Maintained our RAP Working Group
- Reported annually to Reconciliation Australia and 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

These achievements lay a solid foundation for our continuing RAP journey. The sections below outline key outcomes and our strategic direction for this Innovate RAP.

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1. BUSINESS PARTNERSHIPS

Relationships and Engagement

DXC remains committed to supporting Aboriginal and Torres Strait Islander businesses. We've maintained our Supply Nation membership since 2019 and our platinum corporate partnership with Kinaway since commencing our Reflect RAP. These enduring relationships reflect our appreciation for the vital role that First Nations businesses play in fostering social impact and cohesion within First Australian communities.

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.

In our Reflect RAP, we set a First Nations business spend target of \$2 million within the first year. Although it took longer than anticipated, we ultimately met the goal and have seen a notable increase in First Nations business spend over the past year. At the commencement of our last Reflect RAP, we had a cumulative total First Nations business spend of around \$6 million. We have now spent over \$18 million with First Nations business.

Our engagement with First Nations businesses seeking to collaborate with us has improved through refined enquiry processes. While not every conversation leads to a formal partnership, we make it a priority to acknowledge and engage with those who reach out to DXC. We're transparent about our organisational maturity in working with small businesses and the complexities of operating as a multinational company. Our

ongoing dialogue with First Nations business partners helps us address challenges promptly and constructively.

We've learned that onboarding First Nations businesses requires considerable effort, to ensure alignment on both business and cultural grounds. Reflecting on our journey, we've come to understand that successful onboarding requires philosophical and commercial alignment, mutual trust, and time to adapt. We've learned to respect the particular rhythms and needs of First Nations businesses, including considerations for Sorry Business, risk aversion and

collective decision-making, while also asking for patience as we navigate and re-engineer our own internal processes.

Our internal systems and processes are complex, and integrating new vendors demands patience and commitment from both sides. As expected at the Reflect RAP level, these hurdles were present. However, we've continued to grow our vendor base, with more partners signing master services agreements (MSAs).



NAIDOC 2024 DXC First Nations Business Engagement Yarn hosted by DXC, with leaders from Bandu Organisation, Nallawilli Group, AMP's First Nations Program Team, and WV Technologies.
Photo credit: DXC Technology

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During Supplier Diversity Month and NAIDOC Week, we have invited partners to share insights and to present directly to our people, enhancing our understanding of their capabilities and also strengthening collaboration.

Many of these relationships have supported broader initiatives, such as the DXC Digital Futures Program, which expands access to technology in communities — enabled in large part by our First Nations business partnerships.

We've welcomed several new Indigenous suppliers into our vendor ecosystem, supporting essential services for our customers and are laying the groundwork for long-term partnerships. Our transition to First Nations stationery and furniture supplier, Mandura, is part of our commitment, supporting this business while increasing our own First Nations relationships. We're also proud to continue commercial engagement with our longest standing First Nations business partner, Willyama Services, even as both our organisations evolve.

To better enable business engagement opportunities, this RAP will introduce formal Indigenous Procurement Policy/Guidelines, alongside a locally focused services agreement template, to streamline onboarding and balance commercial risk. We're also working to improve system usability and provide ongoing education for our procurement, solutioning and sales teams to better support new First Nations business partners.

Focus for this Innovate RAP Period: Business Partnerships

During our Innovate RAP period, DXC will prioritise strengthening the quality of our relationships with Aboriginal and Torres Strait Islander businesses by:

- **Expanding engagement across business units.** Increasing the use of Indigenous suppliers throughout our direct and indirect supply chains, supported by regular education sessions for our solutioning and sales teams
- **Growing our financial commitment.** Targeting an annual increase of \$2 million in spend with First Nations businesses over the next 2 years, by embedding them into our solution offerings
- **Establishing clear procurement guidelines.** Developing formal First Nations business Procurement Policy/Guidelines for our supply chain management unit, to provide the procurement and solutioning teams with clear guidance on when and how to engage and sustain relationships with First Nations suppliers
- **Supporting and promoting the First Nations business sector.** Actively contributing to the broader First Nations business community by participating in industry events and showcasing our partners during key moments, such as NAIDOC Week, across social media and other public platforms

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2. COMMUNITY ENGAGEMENT

Relationships and Engagement

As we put into action our Reflect RAP, we found that DXC’s community engagement programs enabled us to leverage our strengths as technologists, system integrators and program managers. Our programs increase digital literacy and build capacity in Aboriginal and Torres Strait Islander communities across Australia, supporting them in participating in the digital economy, education and career pathways. As a result, our RAP’s Community Engagement theme is a critical component of our Innovate RAP and a key focus of our Social Impact Practice.

In our Reflect RAP, we had a goal to co-design community programs involving technology. We identified the need to work with our business partners to obtain introductions to community, along with cultural support and guidance. Through this guidance and support from organisations such as Origin Energy and Willyama Services, we were better enabled to demonstrate our respect for culture. Along with these partners, we are grateful to have worked with more than 20 other partnering organisations, including commercial, government, First Nations business, not-for-profits, schools and charities.

Since our first donation of 30 laptop computers to support the Indigenous Students Program at Yass High School in 2020, we have now donated more than 1,000 devices to over 30 Aboriginal and Torres Strait Islander communities and schools across Australia — impacting an estimated 7,000 First Australians’ study, education, business and career outcomes.

We have combined these donations with more than 20 interactive digital literacy, STEM and careers events to broaden understanding and interest in STEM education and career

pathways for Aboriginal and Torres Strait Islander peoples. The program has deepened and broadened beyond laptops, to include desktop computers, peripherals, classroom monitors and telephony systems. We have significantly increased the number of program partners, including an option for customers to procure Indigenous IT Helpdesk and data sanitisation services, provided by First Nations business partners.

As part of our Innovate RAP, we are expanding the program to include mobile phone donations to support people escaping domestic violence (which is unfortunately an ongoing area of challenge for both First Australian and non-Indigenous communities).

We also engage with students within the wider community by collaborating with DXC’s regional sponsor partners, using sports as a means to introduce Aboriginal and Torres Strait Islander students to the benefits of STEM studies and career pathways. Since our Reflect RAP, we have established and integrated designations with our three major regional sponsor partners — Northern Territory (NT) Cricket, Shell V-Power Racing Team and the ACT Brumbies — to include supportive activations with DXC’s First Nations, Digital Futures, and Māori & Pacific Peoples Programs, expanding our sphere of influence and impact in the communities in which we work, live and operate.

Due to the success of our community technology enablement initiative, in 2021 we established the DXC Digital Futures Program as an independent program within our Social Impact Practice. This program now operates across the Asia Pacific region and has already positively impacted the lives of over 16,000 First Peoples — in Fiji, the Philippines, Vanuatu, Timor-Leste, and New Zealand.



We are proud of our achievements in this space and will continue to drive this community engagement to support Aboriginal and Torres Strait Islander communities in their self-determination. The following sections provide more details about the program, giving some examples and highlighting our key focus items for our Innovate RAP.



Dripstone Middle School (Darwin, NT) students use a laptop computer donated through DXC’s Digital Futures Program and First Nations Program. Photo credit: DXC Technology

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TECHNOLOGY ACCESS AND DIGITAL LITERACY

Digital engagement requires access to technology. In our Reflect RAP, we aspired to co-design community-centric digital projects, including potential development of computer apps that deliver community benefits. Through conversations with communities and in collaboration with partners, more immediate and practical needs became clear. Communities expressed a need for more computers and basic digital literacy training.

The donations initiative was in its infancy when we commenced our previous RAP. We collected used laptops from partners, customers and DXC's own fleet of devices. These devices were data sanitised (to industry or government standards such as NAID), refurbished and distributed to communities in need.

To ensure the program ran safely, smoothly and with cultural inclusion, we developed a delivery framework along with a suite of key governance and operational documentation, including templates for agreements, project schedules and a cultural checklist. This approach enabled a low-risk, simplified process for donations, which included helping us understand and meet both the technical and cultural needs of each community. With strong documentation, dedicated staff, trusted partners and solid governance, we delivered devices and events tailored to each group's location and cultural context. We continue to develop and refine our framework and processes to ensure we are supporting the changing needs of Aboriginal and Torres Strait Islander communities, along with adapting to the rapid pace of change in technology itself.

As this model has matured, we have combined our donations with STEM events and digital literacy training. We integrate efforts and shared delivery, where it makes sense to do so, in support of customer and partner RAP programs.

One of the most important lessons we have learned through working with Aboriginal and Torres Strait Islander communities is the value of building trust over time. By collaborating closely with our partners, we've developed meaningful relationships with the schools and communities where we operate.

The program is a key tool for our RAP implementation, and community engagement through technology will continue to be a focus for us through this Innovate RAP.



Night Cliff Middle School students share their learnings with DXC staff during the 2025 laptop donation to their school in Darwin. Photo credit: DXC Technology



Torres Strait Islander students at Tagai School use laptops donated by Origin Energy and DXC. Photo credit: Origin Energy

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STEM COMMUNITY EVENTS

DXC understands the importance of linking learning back to community and of engaging with community members in ways that are meaningful to their Country and frame of reference. These initiatives include career expos and workshops for Aboriginal and Torres Strait Islander students on a range of topics that are relevant and interesting to them. Some of these have become recurring annual events.

In 2023 and 2024, DXC supported the Indigenous Literacy Foundation's Pamela Lofts Bequest Program by co-designing and co-hosting a digital creativity week for First Nations artists, partnering with Adobe, University of Technology Sydney (UTS) Animal Logic Academy, AMP and Nallawilli Technology. The participants explored AI image generation, mixed-media storytelling and 3D animation, using donated laptops (and cloud licences) which they could then take home.



I would like to thank DXC, Adobe, AMP and UTS and all the people for making this happen. I've learnt about possible career paths in creative technology. Even though coming away from Country is hard, I reckon people [from mob] should give it a go.

— Participating First Nations artist



Today was packed with innovative workshops and inspiring stories from people working across a broad range of professions. Our students had a great time and have learnt about many new career options on the cutting edge of technology and engineering.

— Rhys Weser, Careers and Education Pathways Advisor, Souths Cares

In collaboration with Western Sydney International Airport (WSI), DXC and partners delivered a series of STEM events providing First Nations students with access to new ideas about what work can look like and how they can combine their culture with careers they may like to explore. Other engagements have included presentations by First Nations leaders from various fields, and speed networking across a range of careers in IT.



Indigenous Literacy Foundation's Pamela Lofts Bequest Program artists explore digital art creation, with support from Adobe, UTS Animal Logic Academy, AMP, Nallawilli Technology and DXC. Photo credit: DXC Technology



First Nations students from Western Sydney International Airport's (WSI's) Taking Off Program learn about technology through program hosted by WSI, DXC and Western Sydney University. Photo credit: DXC Technology

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Supporting sport and its connections to STEM has proven to be an effective way to engage with community. DXC has engaged in a range of collaborations, contractual commitments and sponsorship categories as part of our partnerships with Shell-V Power Racing, NT Cricket and the ACT Brumbies. These include hosting or supporting a range of sports-related, hands-on and engaging activities for First Nations students.

DXC plays a key role in enabling co-operation between organisations to deliver effective outcomes for First Nations communities. Our model of end-to-end service includes logistics, delivery, refurbishment and secure data sanitisation, along with a host of other add-ons to ensure holistic integration of laptop donations into the community.

By leveraging our strengths, we have developed a robust system of implementation strategies for community engagement that reinforce self-determination.

In our Innovate RAP, we are committed to continuing this approach through STEM engagements with educational institutions, First Nations businesses and community groups across Australia.

Engagement Highlights

The engagements we have undertaken have significantly deepened our appreciation and respect for Aboriginal and Torres Strait Islander communities while also enhancing our understanding of their cultures. We value these experiences and the collaborative relationships we've built with them and our partners.



Students assemble solar lamps at a donation and STEM event at **Karadi Community Organisation in Tasmania** conducted with Origin Foundation and Willyama Services. Photo credit: DXC Technology

The following examples depict some of our engagements and the ways we work with our partners to support Aboriginal and Torres Strait Islander communities, as well as in wider communities with a high proportional representation of First Nations people.



DXC, Origin Energy, Origin Foundation and Cherbourg School (Queensland) with students showing their donated laptops. Photo credit: Origin Foundation

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Partnering with DXC Technology on a range of community engagement programs has helped us deepen relationships with communities in which we operate. By visiting and engaging with these communities, we can see the positive impact these device donations and learning programs will have for students, schools and communities — both now and into the future.

— Andrew Edwards, Senior Commercial Lead, Origin Energy



ORIGIN ENERGY AND ORIGIN FOUNDATION

DXC Technology’s partnership with Origin Energy has been key in the ongoing development of the DXC Digital Futures Program. Aligned with both organisations’ RAPs, the collaboration supports First Nations communities through technology access, education and sustainability initiatives. We combined our device donations program with Origin Energy and Origin Foundation’s energy literacy and global citizenship programs to offer students a more holistic and informative STEM experience, aligned with our respective



Origin Energy’s Andrew Edwards hands over donated devices to a school representative, on an outback NT tour, at **Ngukurr School, Jilkminggan School and Wuyagiba Bush Uni Study Hub.**

Photo credit: Tom Vergotis/Content Crew

business focuses. To assist Origin Energy in meeting First Nations business-spend goals, we have partnered with Indigenous suppliers for logistics, data sanitisation and helpdesk services, and included them as options in our program.

These efforts not only expand digital literacy and wider community awareness but also foster self-determination and career pathways inspiration for First Nations youth. The partnership allows both organisations to engage with community and realise our respective reconciliation actions.

Together, DXC and Origin Energy have donated over 300 laptops to a diverse range of community groups, with a high proportional representation of First Nations people, including schools, a bush university and Aboriginal-controlled community organisations. Through 10 donations over 3 years, we supported an estimated 2,000 people in education, community services and self-determination.

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There's no better feeling than bringing smiles to kids' faces and watching communities develop. Our partnership with DXC continues to grow and supporting the development of Northern Territory players in terms of physical and digital education. DXC's continued support of the Imparja Cup showcases their commitment to the Aboriginal and Torres Strait Islander community at a grassroots level. We are proud to partner with DXC to provide devices to community.

— Gavin Dovey, CEO, NT Cricket



NORTHERN TERRITORY (NT) CRICKET

DXC is NT Cricket's Inaugural Premier Partner, with various designations, including Indigenous Engagement Partner and Premier Partner of the Imparja Cup.

Originally founded by custodians Shane Franey and Ross Williams as a family cricket match between Alice Springs and Tennant Creek in 1993, the annual Imparja Cup is now a culturally significant sporting event in the Northern Territory that has become a national celebration. The event is Australia's oldest and biggest Indigenous cricket carnival, and for over 30 years it has brought Indigenous players, coaches, match officials and volunteers from diverse communities across Australia to Arrernte Land (Alice Springs) to celebrate Country and culture.



Gavin Dovey and DXC staff join students at a joint NT Cricket and DXC laptop donation event at a school in Sadadeen (Alice Springs, NT). Photo credit: NT Cricket

DXC's involvement in the Imparja Cup expanded in 2024 to align with our focus on sponsoring activities that contribute back to and support Aboriginal and Torres Strait Islander communities. This includes delivering more cricket clinics to schools in Arrernte Land (Alice Springs); delivering pilot programs such as 'Girls Only Colour Blast' clinics that aim to break down barriers for girls to play cricket; as well as the donation of laptops to First Nations community organisations and schools with a high proportion of First Nations students.

Our organisations share common goals in the NT: connecting communities with technology and cricket, and in doing so, creating new talent pathways and a new generation of First Nations children who love and play the game.

In our 7-year partnership, we have supported the appointment of First Nations coaches and further investment into making the game fun, welcoming and accessible to the NT's remote and regional Aboriginal and Torres Strait Islander communities. DXC's sponsorship also supports NT Cricket's broader community and pathways programs, including 'Cricket 365' which showcases the Northern Territory as the only place in Australia that plays cricket all year round due to Darwin's incredible dry season weather between April and September.

Over the course of our Innovate RAP, we will continue to support NT Cricket and the communities it operates in, maximising the synergies between sport, STEM learning and technology career paths for Territorians, including Aboriginal and Torres Strait Islander peoples.

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Every opportunity to improve outcomes for community is a great one. We are delighted to continue to collaborate with DXC Technology to support community groups.

— Liz Ebsworth, Head of Commercial & Operations, ACT Brumbies



ACT BRUMBIES RUGBY

DXC is the ACT Brumbies’ National Indigenous Engagement Presenting Partner. Since 2023, DXC and the Brumbies have launched 10 social impact initiatives to support First Nations communities, including donations of laptops to First Nations communities and schools across Australia and New Zealand. DXC introduced local schools to the Brumbies for rugby clinics, combined with a Technology in Sports Day, focused on STEM, sports and pathways opportunities for First Nations students. Held at Brumbies HQ, this event and others foster cultural engagement and encourage serious consideration of the types of jobs students can aspire to involving technology and sport.



Steve Larkham, Rugby Union legend and Head Coach of the ACT Brumbies, with Co-Founders of Bandu Organisation, Adrian Potter and Ed Morgan, at a **First Nations Students Careers Day, hosted at DXC’s Customer Engagement Centre, “Ngara Djiyadi”**.

Photo credit: DXC Technology

Together we have also conducted several school visits and sessions with DXC’s partners for First Nations students. These include panel discussions and speed networking sessions at DXC’s Sydney offices for Aboriginal and Torres Strait Islander students through the not-for-profit Bandu Organisation. At Western Sydney University, we collaborated with the ACT Brumbies, WSI and the university’s LaunchPad team, to provide STEM activities for First Nations students and to explore careers in technology and the art of the side hustle: turning hobbies and interests into incomes and careers.

The collaborative approach with the Brumbies has amplified awareness of need for technology support for First Peoples, provided essential resources, and strengthened our joint commitment to inclusivity, cultural respect and self-determination.

While not within the scope of this RAP, we are proud that the learnings gained from working with Aboriginal and Torres Strait Islander peoples, and our relationship with the Brumbies, have also informed and supported our Māori and Pacific Peoples Program operating in New Zealand, where have conducted similar collaborative events — including a recent laptop donation in Fiji, supporting a primary school with over 1,600 students.

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We're delighted to be a part of DXC Technology's Digital Futures Program for a third consecutive year. This event is a highlight of our community engagement program which is growing in its significance, connecting our partners, government and schools.

— Dr Ryan Story AM, Executive Chairman, Shell V-Power Racing Team

SHELL V-POWER RACING TEAM

In 2023, DXC Technology proudly expanded our partnership with the Shell V-Power Racing Team through our Digital Futures Program. United by a shared commitment to empowering First Nations communities and advancing digital inclusion, we've delivered tangible outcomes, including the donation of 220 refurbished laptops to students in remote communities, significantly improving access to technology required to deliver the K-12 education syllabus.

Beyond donations, our collaboration has extended to joint sponsor activations in Darwin during the Supercars race fixture, blending the excitement of motorsport with



Northern Territory middle school students at DXC Arena, Darwin, celebrate DXC's STEM and Tech in Sport day, supported by NT Cricket, Shell V-Power Racing Team, Charles Darwin University Radicle Science and Technology Engagement Centre program and the NT Dept of Education. Photo credit: Shell V-Power Racing Team

meaningful community engagement. These events have featured the unveiling of the Shell V-Power Racing Team's annual Indigenous livery, interactive sessions at DXC Arena with NT Cricket, and memorable experiences designed to inspire young minds.

In 2024, we launched our first STEM in motorsports session at Sydney Motorsport Park, in partnership with WSI's Taking Off Program, Western Sydney University's LaunchPad, the ACT Brumbies, Souths Cares and Bandu Organisation. Students heard first-hand from engineers and mechanics about their career journeys, followed by an interactive tour of the Shell V-Power Racing Team's Ford Mustangs to explore STEM in a high-performance setting.

Building on this momentum, the 2025 STEM sessions were integrated into Charles Darwin University's (CDU) Radicle Science and Technology Engagement Centre program ahead of the Darwin Triple Crown. Four workshops for four Darwin middle school students offered hands-on learning in: Wearable Technology in Sport, AI in Sports, the Science of Fast Cars, and Driverless Vehicles. This joint initiative of DXC, CDU, Shell V-Power Racing Team and NT Cricket allowed students to see their STEM learnings come to life in real-world applications.



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This is the third consecutive year we have partnered with DXC Technology through their Digital Futures Program. The laptop donations to schools continue to enhance the digital literacy opportunities for our students. This year the program has extended to four middle schools and included STEM workshops with a focus on technology and AI in sports. Students have also had the opportunity to go trackside and participate in workshops linking the learning at school with real-life experience. Feedback from students who have been involved with the Digital Futures Program over the past 3 years has been positive.

— Mina McCarthy, Assistant Director,
School Improvement, NT Department of Education



CHARLES DARWIN UNIVERSITY RADICLE CENTRE

In 2025, DXC launched a new partnership with Charles Darwin University (CDU), including sponsoring their Radicle Centre. The **Charles Darwin University Radicle Science and Technology Engagement Centre** for STEM is a pioneering initiative based in Darwin City, located within CDU's Education and Community Precinct. It serves as the Northern Territory's first dedicated science and technology hub, and its mission is to nurture the potential of young Territorians. It provides hands-on STEM education opportunities and pathways, with a strong focus on reaching First Nations communities and remote areas.



Mina McCarthy (at far right) and DXC staff with **Sanderson Middle School (Malak, NT)** principal and students holding laptops donated by DXC. Photo credit: DXC Technology

The aim of the DXC and CDU collaboration is to increase STEM outreach, digital literacy and proficiency whilst providing pathways for career opportunities. Further to the workshops run in 2025, four STEM workshops will be conducted again in 2026, ahead of similar major sporting events in Darwin. These events amplify DXC's efforts in the Northern Territory to expand our sphere of influence and impact outcomes for First Nations students and communities.

DXC's Digital Futures Program has also donated refurbished laptops to CDU's Radicle Centre for the university to use in delivering STEM programs to remote First Nations communities. DXC will partner with CDU to provide work experience opportunities for students via the Radicle Centre program. DXC will offer several scholarships in 2026 for students undertaking vocational certificates and degrees in Information Technology (IT). This will include work-placements at DXC Technology's Regional Delivery Centre in Adelaide.

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CANBERRA INDIGENOUS BUSINESS PRECINCT

In May 2024, DXC proudly announced the inaugural commercial sponsorship of the Canberra Indigenous Business Precinct, founded by Willyama Services, marking a significant milestone in our ongoing commitment to empowering First Nations businesses.

The precinct provides a culturally safe and supportive environment for First Nations people and businesses. It offers resources such as office space, mentoring and IT equipment in an environment that celebrates Aboriginal and Torres Strait Islander culture. Canberra region-related organisations can also make use of the space.

DXC donated 15 refurbished laptops to the precinct to better support local First Nations businesses, resident First Nations trainees and the Indigenous IT Helpdesk. By supporting the Indigenous Business Precinct as a hub for Aboriginal and Torres Strait Islander entrepreneurship and innovation, DXC is helping to create a sustainable ecosystem where Aboriginal and Torres Strait Islander businesses can thrive and grow.

Focus for this Innovate RAP Period: Community Engagement

- **Expand supporting partnerships.** We are increasing the number of partners involved in the program to expand the services and devices we can offer. Planned and coordinated efforts will bring new customers and industries into the program.
- **Expand engagement with communities.** We are increasing the number of organisations we donate to; specifically, those working to help their broader communities, particularly in remote locations.
- **Expand the boundaries of STEM events.** We are increasing the breadth and depth of our STEM engagements through engagements with partners focussing on STEM literacy and outcomes.
- **Continue existing sponsoring partnerships for community.** We are continuing to engage with sporting sponsored partners to support STEM and sport-related donations and activities across Australia.



The Honourable Rachel Stephen-Smith, MLA, (sixth from left) and leaders from the ACT Brumbies, Willyama Services and DXC celebrate the inaugural sponsorship of the Canberra Indigenous Business Precinct. Photo credit: DXC Technology



3. EDUCATION AND CAREER PATHWAYS

Relationships and Engagement

A central focus of our Innovate RAP is to expand meaningful education and career pathways for Aboriginal and Torres Strait Islander students and communities, particularly within the ICT sector. Building strong, respectful relationships is at the heart of our commitment to creating meaningful education and opportunities. Through our Innovate RAP, we recognise that success in this space depends not only on opportunity but on meaningful engagement with community, with industry experts and with trusted partners.

Over the course of our previous RAP, we worked to provide pathways into the ICT profession for Aboriginal and Torres Strait Islander students and the wider Aboriginal and Torres Strait Islander community. We learned that while technical training and employment opportunities are important, they must be supported by culturally safe environments and responsive support systems.

Through our social employment and traineeship programs, we anticipated that strong partnerships and committed resources would enable us to deliver impactful outcomes. As it turned out, we experienced challenges in delivery. Several trainees joined us with enthusiasm but left after a few months. This highlighted for us a misalignment between our program design and trainees' readiness, expectations or aspirations. We have now improved in these areas for our current program and future trainees.

Despite these early challenges, we have supported three trainees through to certification. We celebrate their achievements and remain proud to have contributed to their career journeys, even as their careers took them away from DXC and into new employment opportunities. Their success reinforces the importance of flexible, culturally attuned pathways that empower individuals to grow on their own terms. Although this outcome did not directly increase the number of Aboriginal and Torres Strait Islander employees within our organisation, it affirmed our commitment to supporting long-term career development and beyond our own workforce.

DXC has worked hard to establish relationships with a range of both First Nations and non-Indigenous organisations to support our Education and Career Pathways theme. We are grateful for the support of the many organisations we have worked with, and we look forward to deepening and strengthening these connections with organisations such as: Bandu Organisation, Charles Darwin University, DeadlyScience, Indigenous Literacy Foundation, NT Department of Education, Tjindu Foundation, University of Technology Sydney and Western Sydney University.

As we move forward, our Innovate RAP will focus on strengthening these relationship by, for example:

- Signing an MOU with DeadlyScience for mutually beneficial community engagements
- Deepening partnerships with Aboriginal and Torres Strait Islander education providers and community organisations
- Embedding cultural support frameworks into all career development initiatives
- Co-designing programs with First Nations stakeholders to ensure alignment with community needs and aspirations
- Tracking outcomes not just by retention but by long-term career impact and individual empowerment

We remain committed to learning, adapting and building programs that honour the diverse journeys of First Nations peoples into the ICT profession, guided always by respectful relationships and meaningful engagement.

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Charles Darwin University’s [CDU’s] partnership with DXC Technology is a powerful example of how universities and industry can work together to create meaningful opportunities for Territory students. These laptops 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 Science and
Technology Engagement Centre

Ongoing Initiatives

As part of our journey, DXC is continuing to learn and evolve in its efforts to support Aboriginal and Torres Strait Islander peoples through education and career pathways. The following initiatives reflect our actions to date, the lessons we’ve gathered along the way, and our aspirations for this RAP.

TRAINEESHIPS

Our First Nations Traineeships program is an important one under the Career Pathways theme. It was established on the foundations of our broader traineeship framework, which has supported over 200 participants in the past 5 years, with more than 90% successfully placed in IT roles.

Our First Nations program removes traditional entry barriers, selecting candidates through community recommendations and culturally mindful interviews. We’ve embedded mentorship and cultural sensitivity training, delivered by Aboriginal and Torres Strait Islander businesses and leaders, to ensure trainees feel supported and understood.

Graduates are encouraged to pursue opportunities both within DXC and beyond. We aim to hire them, but we also advocate for other employers to recognise and value their skills. Support includes supervised work environments, expert-led training, regular check-ins with program leads, and comprehensive HR guidance. For First Nations trainees, additional mentorship and cultural support are provided to meet their unique needs. We acknowledge that creating a truly inclusive and sustainable pathway requires ongoing reflection and adaptation.

SCHOLARSHIPS AND WORK EXPERIENCE

Looking ahead, we’re proud to introduce new education-focused initiatives in this RAP period. Recognising the high number of Aboriginal and Torres Strait Islander students in the Northern Territory, we’ve partnered with Charles Darwin University to offer scholarships for tertiary and vocational studies. These scholarships include tuition support, travel assistance, refurbished laptop provision, cultural mentorship and work experience placements.

In this Innovate RAP, we’re also piloting a high school work placement initiative in the NT, designed to introduce Aboriginal and Torres Strait Islander students to the world of IT, including roles they may not have previously considered. This builds on DXC’s Digital Futures Program, delivered in partnership with schools and organisations like Charles Darwin University.

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Location: Overland Track landscape, Tasmania
Photo credit: FiledIMAGE



Focus for this Innovate RAP Period: Education and Career Pathways

During this Innovate RAP period, our focus is to strengthen access, engagement and outcomes for Aboriginal and Torres Strait Islander peoples across the education and employment spectrum. We aim to:

- Expand access to technology at all levels of education and in community groups through our device donation programs, helping bridge the digital divide and supporting learning environments
- Deliver positive and inspiring exposure to technology for primary and secondary students through our ongoing STEM initiatives, fostering early interest and confidence in digital futures
- Support vocational and tertiary IT education by offering scholarships and structured mentorship programs that provide both financial and personal guidance
- Refine and grow our traineeship and early careers programs to create culturally responsive and sustainable pathways into IT education and employment for Aboriginal and Torres Strait Islander peoples.

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4. DXC DIVERSITY, CULTURE AND INCLUSION

Relationships and Engagement

DXC is committed to providing our First Nations employees and contractors with a culturally safe work environment. We are similarly committed to creating opportunities for our non-Indigenous staff and contractors to learn about, be mindful of and celebrate Aboriginal and Torres Strait Islander cultures.

To ensure that our development, cultural inclusion and training activities are authentic, localised and aligned, we include the voice and knowledge of First Australians through our partnerships with First Nations organisations such as Evolve Communities, IB Creative and Alliance ICT. With their assistance, we are equipping our managers and teams with the knowledge and tools to foster culturally safe environments, support the growth and advancement of Aboriginal and Torres Strait Islander employees, and deepen our understanding of First Nations cultures.

Ongoing Initiatives

CULTURAL ENGAGEMENT ACTIVITIES

Through education, dialogue and participation in national events such as those during NAIDOC Week and National Reconciliation Week, we aim to foster deeper cultural understanding across our teams and embed inclusive practices into our everyday work.

In addition to these activities, we will continue to make available opportunities for our staff to be involved in other events, such as the annual gift-wrapping program for the Indigenous Literacy Foundation, and to attend, where practical and appropriate, the donation and STEM activities we run

with our partners in Aboriginal and Torres Strait Islander communities.

TRAINING AND POLICIES

Since our Reflect RAP was launched, we have facilitated the following training programs:

- **First Nations Cultural Awareness training** developed by Evolve Communities and embedded in our DXC Learning platform, available to all employees. From 2023 to 2025 over 1,000 employees have completed this or other cultural awareness training.
- **Australia Senior Leadership Team (SLT) 2023:** Cultural Awareness and Respectful Workplaces Yarn with Auntie Munya (Andrews) from Evolve Communities.
- **The DXC Learning platform** provides unconscious bias training that has been mandated for all employees in Australia since 2022.
- **The DXC Learning platform** also has a wide range of training programs on unconscious bias and diversity, equity and inclusion, which are continually updated. These programs are regularly promoted, and employees are encouraged to complete them.
- **Diversity Council of Australia (DCA)** membership. DXC is a member of the DCA, and our employees have access to the vast library of research materials and to DCA events, many of which focus on First Nations' peoples, cultures and the issues impacting them.

In addition to the above ongoing cultural training, and our annual Code of Conduct training, DXC has introduced a suite of inclusive training modules for our workforce.

Additionally, we have a range of policies to support employees to take paid leave at key points in their personal lives, including birth, adoption, miscarriage and still birth; caring; death of a close family member or friend; family and domestic violence; and study.

DXC retains the services of mental health professionals to provide support through the Employee Assistance Program (EAP) for employees and their family members. This includes a specialist in First Nations culture.

RECRUITMENT

Over the past 3 years, we have strengthened our recruitment practices to attract and support more Aboriginal and Torres Strait Islander candidates, with a focus on creating a culturally safe and inclusive experience throughout the hiring journey.

Aboriginal and Torres Strait Islander hires have subsequently increased across all DXC business areas, in a range of roles. One percent of our employees now identify as Aboriginal and/or Torres Strait Islander.

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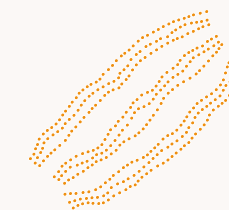
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As part of our recruitment process, we strive to include First Nations candidates wherever available. We have enhanced our recruitment systems to allow First Nations candidates to voluntarily and confidentially identify themselves, enabling us to better support and prioritise their applications while respecting privacy and choice. If their written application does not align with the criteria, we will invite the candidate to have a further discussion, giving them the opportunity to demonstrate their suitability for the position. This ensures the process is culturally safe and supportive.

We have engaged third-party organisations to increase First Nations experts on our panels. This includes people with expertise hiring in technology industry and with deep subject matter expertise regarding Aboriginal and Torres Strait Islander peoples.

SOCIAL IMPACT PRACTICE VOLUNTEERS

The Social Impact Practice (SIP) has enabled employees across DXC to volunteer to support our First Nations Program while developing their professional skills and cultural awareness.

DXC hires new university graduates annually. During the annual intake of university graduates' induction, they are given a comprehensive introduction to the SIP, the First Nations Program and our RAP. They can join the SIP as volunteers, injecting new passion and insights into our extended RAP support team. This has included supporting RAP activities such as donations, the Indigenous Literacy Foundation Art Program, and a NAIDOC robotics event.



Learning about drag-and-drop coding at the **Willyama Services and DXC Robotics Event**, NAIDOC Week 2021.
Photo credit: Stuart Meadley

Focus for this Innovate RAP Period: DXC Diversity, Culture and Inclusion

Through our Innovate RAP, we aim to build on our existing foundations. We continually work to maintain a culturally safe environment, enhance our recruitment pathways, and embed First Nations perspectives into every facet of our business. This plan reflects our belief that embracing diverse cultures and experiences drives innovation, strengthens our workforce, and helps us become an employer of choice for Aboriginal and Torres Strait Islander peoples.

- **Cultural Awareness, Education and Safety.** We will continue to build cultural competency and safety across DXC through training for staff and managers. We are committed to fostering a workplace where Aboriginal and Torres Strait Islander peoples feel safe, respected and supported, through culturally embedded practices and accessible well-being services.
- **Inclusive Recruitment and Career Development.** We aim to increase First Nations representation by refining processes, engaging First Nations experts and supporting voluntary self-identification. We will use confidential self-identification and demographic insights to guide inclusive strategies, respecting the evolving nature of identity and lived experience.
- **Cultural Celebration and Inclusion.** We will empower employees to contribute meaningfully to First Nations initiatives through the Social Impact Practice and embed cultural awareness into everyday engagement, along with celebration of First Nations cultures and active participation in national cultural events.

These focus areas reflect our evolving understanding and commitment to reconciliation, grounded in respect, shaped by experience and driven by a desire to do better.

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DXC'S INNOVATE RAP ACTIONS

The following describes the specific commitments, actions and key accountable persons within our organisation for this RAP.



I. Relationships

No.	Action	Deliverable	Timeline	Responsibility	Themes
1.	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	September 2026	Lead: First Nations Program Lead Support: RAP Executive Sponsor	Community Engagement
		1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2026	Lead: First Nations Program Lead Support: RAP Executive Sponsor	
2.	Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	June (Annually)	Lead: Director, Marketing & Communications (M&C) Support: First Nations Program Lead	Community Engagement
		2.2 RAP Working Group members to participate in an external NRW event.	June (Annually)	Lead: RAP Executive Sponsor Support: Director, M&C	
		2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June (Annually)	Lead: RAP Executive Sponsor Support: Director, M&C	
		2.4 Organise at least one NRW event each year.	June (Annually)	Lead: First Nations Program Lead Support: Director, M&C	
		2.5 Register all our NRW events on Reconciliation Australia's NRW website.	May (Annually)	Lead: First Nations Program Lead Support: RAP Executive Sponsor	



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DXC's Innovate RAP Actions: I. Relationships (cont'd.)

No.	Action	Deliverable	Timeline	Responsibility	Themes	
3.	Promote reconciliation through our sphere of influence.	3.1 Implement strategies to engage our staff in reconciliation.	September 2026	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	DXC Diversity, Culture and Inclusion	
		3.2 Communicate our commitment to reconciliation publicly.	May 2026	Lead: Director, M&C Support: First Nations Program Lead	Community Engagement	
		3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	March 2028	Lead: First Nations Program Lead Support: RAP Executive Sponsor	↑ Business Partnerships	
		3.4 Collaborate with RAP organisations and other like-minded organisations to develop ways to advance reconciliation.	March 2028	Lead: First Nations Program Lead Support: Head of Alliance Partners	↓	
4.	Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	June (Annually)	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion; and HR Legal Advisor	DXC Diversity, Culture and Inclusion	
		4.2 Develop, implement and communicate an anti-discrimination policy for our organisation.	January 2027	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion; and HR Legal Advisor		↑
		4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2026	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion; and HR Legal Advisor		↓
		4.4 Educate senior leaders on the effects of racism.	February 2027	Lead: Co-Leads, First Nations Diversity, Culture and Inclusion Support: Director, People & Culture		



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DXC's Innovate RAP Actions (cont'd.)

II. Respect

No.	Action	Deliverable	Timeline	Responsibility	Themes
5.	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, through cultural learning.	5.1 Conduct a review of cultural learning needs within our organisation.	June 2026	Lead: Co-Leads, First Nations Diversity, Culture and Inclusion Support: Director, People & Culture	DXC Diversity, Culture and Inclusion
		5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	July 2026	Lead: Co-Leads, First Nations Diversity, Culture and Inclusion Support: Director, People & Culture	
		5.3 Develop, implement and communicate a cultural learning strategy document for our staff.	December 2026	Lead: Co-Leads, First Nations Diversity, Culture and Inclusion Support: Director, People & Culture	
		5.4 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	February 2027 February 2028	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	
		5.5 Provide opportunities for all staff to participate in formal and structured cultural learning.	February 2027 February 2028	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	
6.	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2026	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	DXC Diversity, Culture and Inclusion
		6.2 Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	August 2026	Lead: Co-Leads, First Nations Diversity, Culture and Inclusion Support: Director, People & Culture	



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DXC's Innovate RAP Actions: II. Respect (cont'd.)

No.	Action	Deliverable	Timeline	Responsibility	Themes
6. cont'd.	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May and July 2026	Lead: First Nations Program Lead Support: Director, M&C	Community Engagement
		6.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	October 2026	Lead: RAP Executive Sponsor Support: First Nations Program Lead	DXC Diversity, Culture and Inclusion
7.	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 RAP Working Group to participate in an external NAIDOC Week event.	July 2026 July 2027	Lead: First Nations Program Lead Support: RAP Executive Sponsor	Community Engagement
		7.2 Review HR policies and procedures to remove any barriers to staff participating in NAIDOC Week events.	April 2026 April 2027	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	↑ DXC Diversity, Culture and Inclusion ↓
		7.3 Promote to and encourage participation of all staff in external NAIDOC Week events.	June 2026 June 2027	Lead: RAP Executive Sponsor Support: Director, People & Culture; First Nations Program Lead	

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DXC's Innovate RAP Actions (cont'd.)

III. Opportunities

No.	Action	Deliverable	Timeline	Responsibility	Themes
8.	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2026	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	DXC Diversity, Culture and Inclusion
		8.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	July 2026	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	Community Engagement
		8.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	September 2026	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	↑ Education and Career Pathways
		8.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	November 2026	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	↓
		8.5 Review HR and recruitment procedures and policies to remove any barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October 2026	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	↑ DXC Diversity, Culture and Inclusion
		8.6 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce, through traineeships, internships, cadetships and non-traditional pathways, reporting half yearly to RAP Committee.	October 2026 April 2027 October 2027 April 2028	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	↓
9.	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2026	Lead: Director, Supply Chain Support: First Nations Program Lead.	Business Partnerships



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DXC's Innovate RAP Actions: III. Opportunities (cont'd.)

No.	Action	Deliverable	Timeline	Responsibility	Themes
9. cont'd.	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.2 Continue our Supply Nation membership, providing us with tools to support and access of First Nations Businesses.	May 2026 May 2027	Lead: Business Operations Manager, Social Impact Practice Support: Head of DXC Federal Government	↑ Business Partnerships ↓
		9.3 Continue our Kinaway partnership, providing us with tool to support and access First Nations' businesses.	February 2027	Lead: Business Operations Manager, Social Impact Practice Support: Director, State Government	
		9.4 Develop and communicate to staff the opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	January 2027 January 2028	Leads: Director, Solutioning; Director, Real Estate and Facilities; Director, Supply Chain Support: First Nations Program Lead	
		9.5 Explore renewal of procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	January 2027	Lead: Director, Supply Chain Support: First Nations Program Lead; Head of Alliance Partnerships	
		9.6 Explore renewal of commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	April 2028	Lead: Director, Supply Chain Support: First Nations Program Lead; Head of Alliance Partnerships	
		10.	Increase Aboriginal and Torres Strait Islander Education and Digital Inclusion through partnering and corporate sponsorships.	10.1 Explore renewal of commercial sponsorships and community partnerships supporting the donation of technology to schools and community groups which support Aboriginal and Torres Strait Islander peoples.	
10.2 Explore renewal of commercial sponsorships and community partnerships supporting STEM and Sport-related events which promote technology interest and understanding in schools and community groups which support Aboriginal and Torres Strait Islander peoples.	November 2027			Lead: Digital Futures Program Lead Support: First Nations Program Lead; Director, M&C	



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DXC's Innovate RAP Actions (cont'd.)

No.	Action	Deliverable	Timeline	Responsibility	Themes
10. cont'd.	Increase Aboriginal and Torres Strait Islander Education and Digital Inclusion through partnering and corporate sponsorships.	10.3 Explore renewal of commercial sponsorship/ scholarship with Charles Darwin University to support education pathways, including work experience opportunities for Aboriginal and Torres Strait Islander students.	November 2027	Lead: First Nations Program Lead Support: RAP Executive Sponsor; DXC Education and Career Pathways Lead	Education and Career Pathways



IV. Tracking and Governance

11.	Establish and maintain an effective RAP Working Group (RWG) to drive RAP governance.	11.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	April 2028	Lead: RAP Executive Sponsor Support: First Nations Program Lead	↑ DXC Diversity, Culture and Inclusion ↓
		11.2 Review and update Terms of Reference for the RWG.	October 2026 October 2027	Lead: First Nations Program Lead Support: RAP Executive Sponsor	
		11.3 Meet at least four times per year to drive and monitor RAP implementation.	April, July, October, January (Annually)	Lead: First Nations Program Lead Support: RAP Executive Sponsor	
12.	Provide appropriate support for effective implementation of RAP commitments.	12.1 Define resource needs for RAP implementation.	May 2026	Lead: First Nations Program Lead Support: RAP Executive Sponsor	↑ DXC Diversity, Culture and Inclusion ↓
		12.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2026	Lead: RAP Executive Sponsor Support: First Nations Program Lead	
		12.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	August 2026	Lead: First Nations Program Lead Support: RAP Executive Sponsor	
		12.4 Maintain an internal RAP champion from among senior management.	April 2028	Lead: First Nations Program Lead Support: RAP Executive Sponsor	





DXC's Innovate RAP Actions: IV. Tracking and Governance (cont'd.)

No.	Action	Deliverable	Timeline	Responsibility	Themes
12. cont'd.	Provide appropriate support for effective implementation of RAP commitments.	12.5 Define and maintain appropriate systems to track, measure and report on customer-related commercial First Nations-related procurement and participation commitments, such as Indigenous Participation Plans, Aboriginal Participation Plans and Social Commitment Plans.	July 2026	Lead: First Nations Program Lead Support: Head of DXC Federal Government; Director, State Government	Business Partnerships
13.	Build accountability and transparency through reporting RAP achievements, challenges and learnings, both internally and externally.	13.1 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September (Annually)	Lead: First Nations Program Lead Support: RAP Executive Sponsor	↑ DXC Diversity, Culture and Inclusion ↓ Community Engagement
		13.2 Report RAP progress quarterly to all staff and senior leaders.	April, July, October, January (Annually)	Lead: First Nations Program Lead Support: RAP Executive Sponsor	
		13.3 Publicly report our RAP achievements, challenges and learnings, annually.	April 2026 April 2027 April 2028	Lead: Director, M&C Support: First Nations Program Lead	
		13.4 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026 April 2027	Lead: Director, People & Culture Support: Co-Leads, First Nations Diversity, Culture and Inclusion	
14.	Continue our reconciliation journey by developing our next RAP.	14.1 Register via Reconciliation Australia's website to begin developing our next RAP.	July 2027	Lead: Business Operations Manager, Social Impact Practice Support: First Nations Program Lead; RAP Executive Sponsor	DXC Diversity, Culture and Inclusion

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DXC FIRST NATIONS PROGRAM LEADERSHIP TEAM



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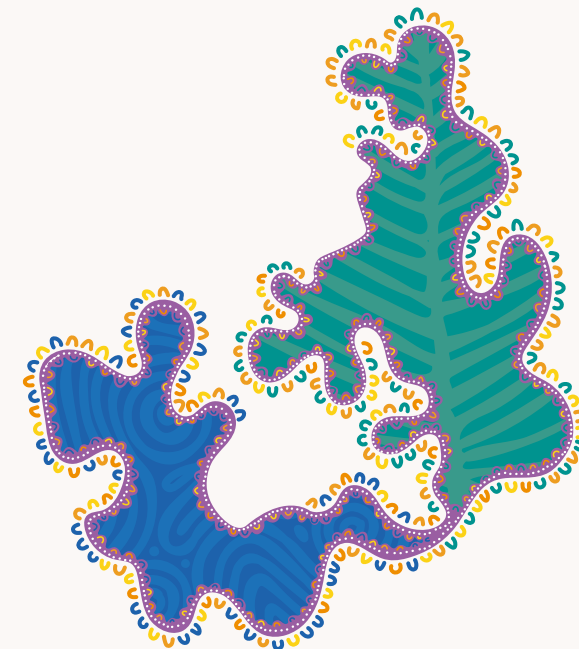
We acknowledge the many community groups and other organisations who have received technology devices from us, and in so doing, shared with us their stories and trusted us to walk alongside them. These include:

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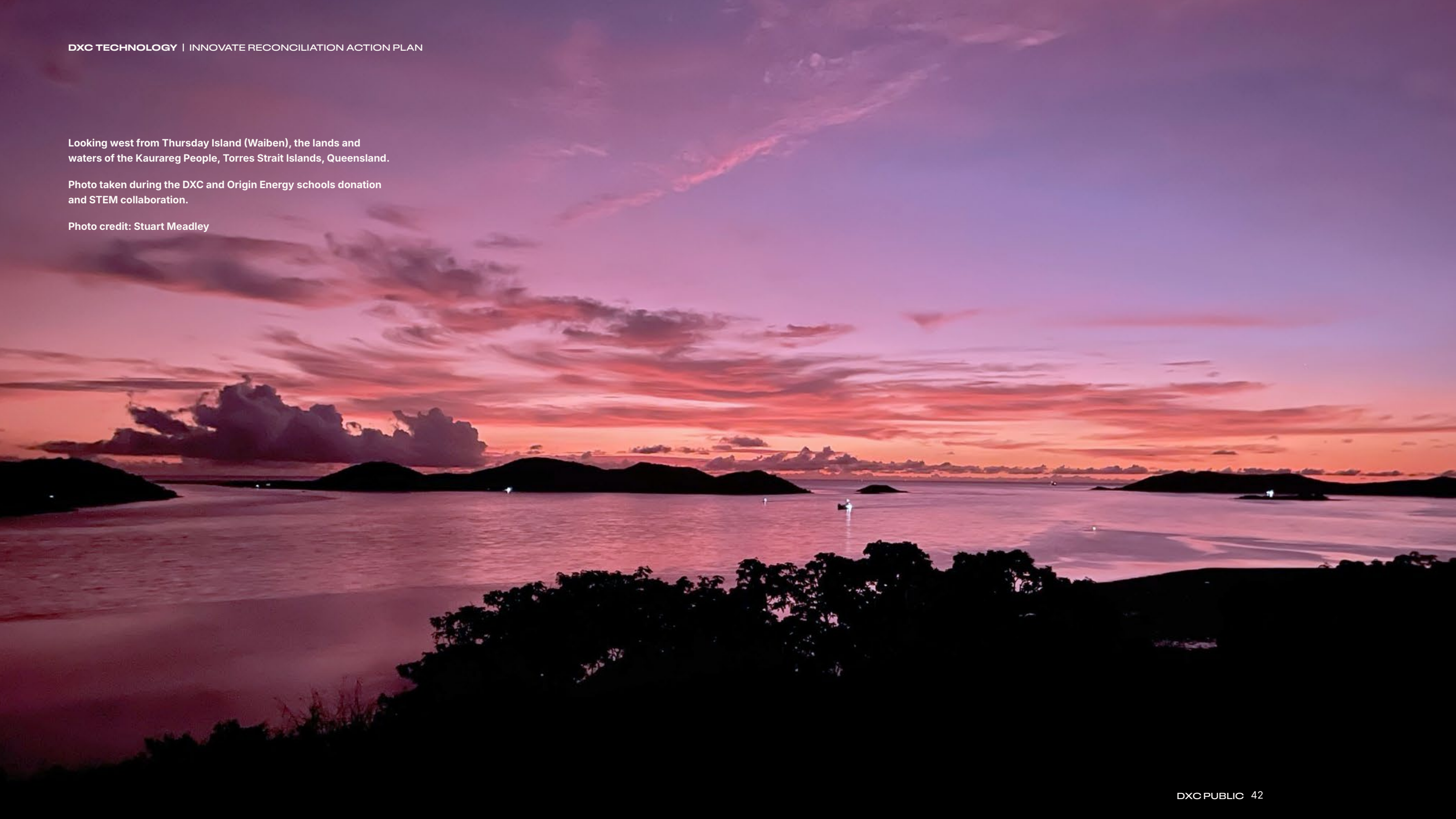
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Acknowledgements

Looking west from Thursday Island (Waiben), the lands and waters of the Kaurareg People, Torres Strait Islands, Queensland.

Photo taken during the DXC and Origin Energy schools donation and STEM collaboration.

Photo credit: Stuart Meadley





DXC Technology (NYSE: DXC) is a leading enterprise technology and innovation partner delivering software, services, and solutions to global enterprises and public sector organizations — helping them harness AI to drive outcomes at a time of exponential change with speed. With deep expertise in Managed Infrastructure Services, Application Modernization, and Industry-Specific Software Solutions, DXC modernizes, secures, and operates some of the world’s most complex technology estates. Learn more on dxc.com.

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