DXC TECHNOLOGY

Environmental, Social and Governance

At a Glance

DXC Technology is dedicated to **building sustainable and responsible business** practices that create value for our customers, colleagues, communities and other stakeholders and contribute to a better world.

Environmental, Social and Governance (ESG) — overall approach

ENVIRONMENTAL

Advancing the sustainability of our operations and IT services while assisting our customers with becoming more sustainable

SOCIAL

Building a diverse, inclusive, values-based and people-first culture centered on equitable practices, employee perspectives and community

GOVERNANCE

Instilling trust and garnering respect among the stakeholders we serve through transparent leadership, to drive sustainable growth

As a responsible corporate citizen committed to environmental sustainability, we set ambitious carbon-reduction goals. We are also working toward circular-economy processes and climate-impact mitigation. Our sustainability approach is targeted toward:

• Advancing our operational sustainability

• Furthering our IT services sustainability

• Using our technologies and capabilities to help our customers become more sustainable

We strive to reduce our impact on the environment and improve resource efficiency in energy consumption, data center management, and travel and transportation. DXC's conservation efforts are supported in part by our having shifted to a virtual-first operating model, which enables our workforce to be largely remote

and helps reduce our office footprint in terms of greenhouse gas emissions and overall energy consumption. We are, additionally, pursuing data center efficiency and rationalization programs to reduce energy consumption.

Equally important, DXC partners with our customers to help them achieve their own climate-related goals. We offer products and services that help our customers achieve their sustainability objectives by delivering climate-related benefits far greater than we could achieve alone through our internal carbon-reduction efforts. For example: Data insights and IT evolution attained through our offerings such as DXC Modern Workplace, cloud migration services and data-driven sustainability services support our customers in directly reducing carbon emissions.

Environmental achievements

DXC has committed to achieving net-zero greenhouse gas emissions for our direct operations by 2050. This expands on our Science-Based Targets initiative (SBTi)-validated near-term targets to reduce Scope 1 and 2 emissions by 65% by FY30, against our FY19 baseline. We are also committed to having 75% of our top suppliers, by spend (covering purchased goods and services and capital goods), set their own science-based targets by FY27.

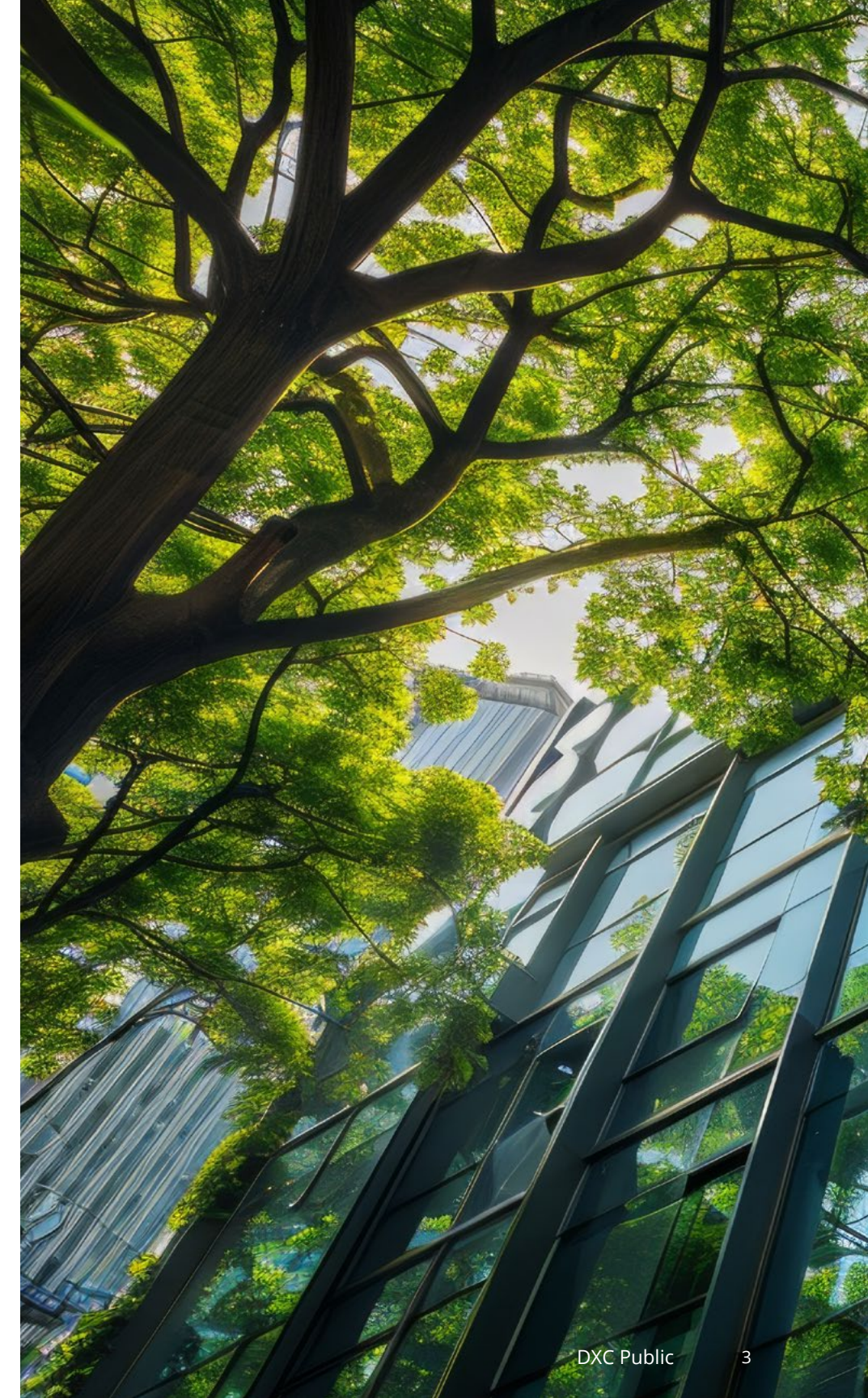Our achievements in the environmental area include:

• 68% reduction in Scope 1 and 2 greenhouse gas emissions in FY24, from FY19 baseline

• 57% reduction in energy consumption in FY24, from FY19 baseline

• 57% of electricity procured from renewable sources

• 99% of e-waste processed through our recycling and refurbishment partners

Social achievements

We are committed to building a diverse, inclusive, values-based and people-first culture. Diversity is at the core of our ability to serve our customers and stakeholders, and it strengthens our reputation as an employer of choice in the technology services industry and beyond.

DXC's achievements in this area include the following:

• Sponsored 20 employee resource groups (affinity groups) with regional chapters, to support inclusion and belonging

• Partnered with various recruitment groups to broaden the communities from which we source talent

• Expanded leadership and development programs for our employees

• Employees completed 4 million training hours via DXC Learning

• Donated $6M to 1,000-plus global causes

• Implemented employee feedback surveys to continually strengthen our company's culture

Community outreach

At DXC, we inspire and take care of our employees, our customers and the communities in which we operate. Here, we present a few examples of our success in supporting communities.

In partnership with 10 NGOs in India, DXC has implemented 13 social responsibility projects that have positively impacted the lives of approximately 440,000 individuals nationwide. These collaborative efforts are critical to creating a society in which everyone has the opportunity to succeed and contribute effectively in their own communities and beyond.

- The Skill Development and Employability Program, which serves 33,880 individuals, provides training in the skills critical for today's employment market.

- The 2023 – 2024 Scholarship Program nurtures 310 students in science, technology, engineering and mathematics (STEM) fields and in sports, promotes academic and athletic success and develops future leaders in these disciplines.

- Initiatives such as digitalization of 50 government schools, the school transformation program and inclusive education and career assistance have helped improve the quality of education in government-run schools.

- Digital resource centers serve as important hubs for digital literacy and information access

Year 2024 marked 10 years since our award-winning DXC Dandelion Program was established, initially, in Australia. The expanding program has enabled sustainable, long-term careers in information and communications technology for more than 350 neurodivergent people globally.

- For the DXC Dandelion Program, we recruit neurodivergent people and provide them with comprehensive career guidance, onsite support and training — matching their skills to the needs of DXC's customer organizations.

- The program helps neurodivergent people build their careers while helping our customers meet their IT requirements and inclusion goals with the support of highly skilled, dedicated team members.

- The DXC Dandelion Program has grown to more than 26 teams of neurodivergent colleagues and now operates in Australia, the United Kingdom (UK), Poland, Bulgaria and the Philippines.

- It is launching soon in Italy and is under development in the Middle East region and the United States.

Our UK Social Value Practice strives to contribute to a better world through impact-driven programs — for people, for our planet and to protect our supply chains.

- We employed 25 DXC Dandelion Program employees in the UK.

- We positively impacted the lives of more than 100 young people via the Digital Futures Academy, a 4-year education program for secondary-school students in the Greater Manchester and Erskine areas.

- We also employed 222 apprentices, thereby providing young people and current DXC employees the opportunity to train and upskill.

- We joined the Green Software Foundation, an NGO that provides technology companies with standards and tools for building and delivering more energy-efficient, lower-carbon technology solutions. We support green software by treating it as a core design principle, training our people to be certified Green Software Practitioners, and engaging with the foundation's working groups and projects.

- We are pleased to note that 15% of our UK suppliers in FY24 were diverse suppliers.

Governance achievements

DXC's governance program is structured to instill trust and garner respect among the stakeholders we serve, through responsible and transparent leadership.

The DXC Board of Directors devotes significant time and attention to ESG issues that are important to our company and our shareholders — including information security risk, ethics and compliance, and sustainability — to maintain the highest standards of corporate governance.

Our achievements in the area of governance include:

• Leadership by experienced and engaged directors and the board's key committees

• 50% of directors are from traditionally underrepresented racial/ ethnic minority groups, and 30% of directors are female

• Robust ethics program, with proactive audit and risk assessments

• Continual investment in information security and data privacy, to aggressively maintain best-in-class assurances

ESG oversight

The governance of DXC's ESG program is a multitiered process involving the board, members of our executive staff and internal leadership.

• DXC's Board of Directors provides oversight of our ESG program, enabling the governance, long-term strategy and processes to manage ESG outcomes and meet our stakeholders' needs.

• The board's Nominating/Corporate Governance Committee has specific oversight of ESG and discusses related matters during quarterly meetings. This committee receives quarterly updates on ESG and the information security program, and the committee chair provides a report to the board at each regular board meeting.

• The full board receives an annual update on ESG directly from DXC management.
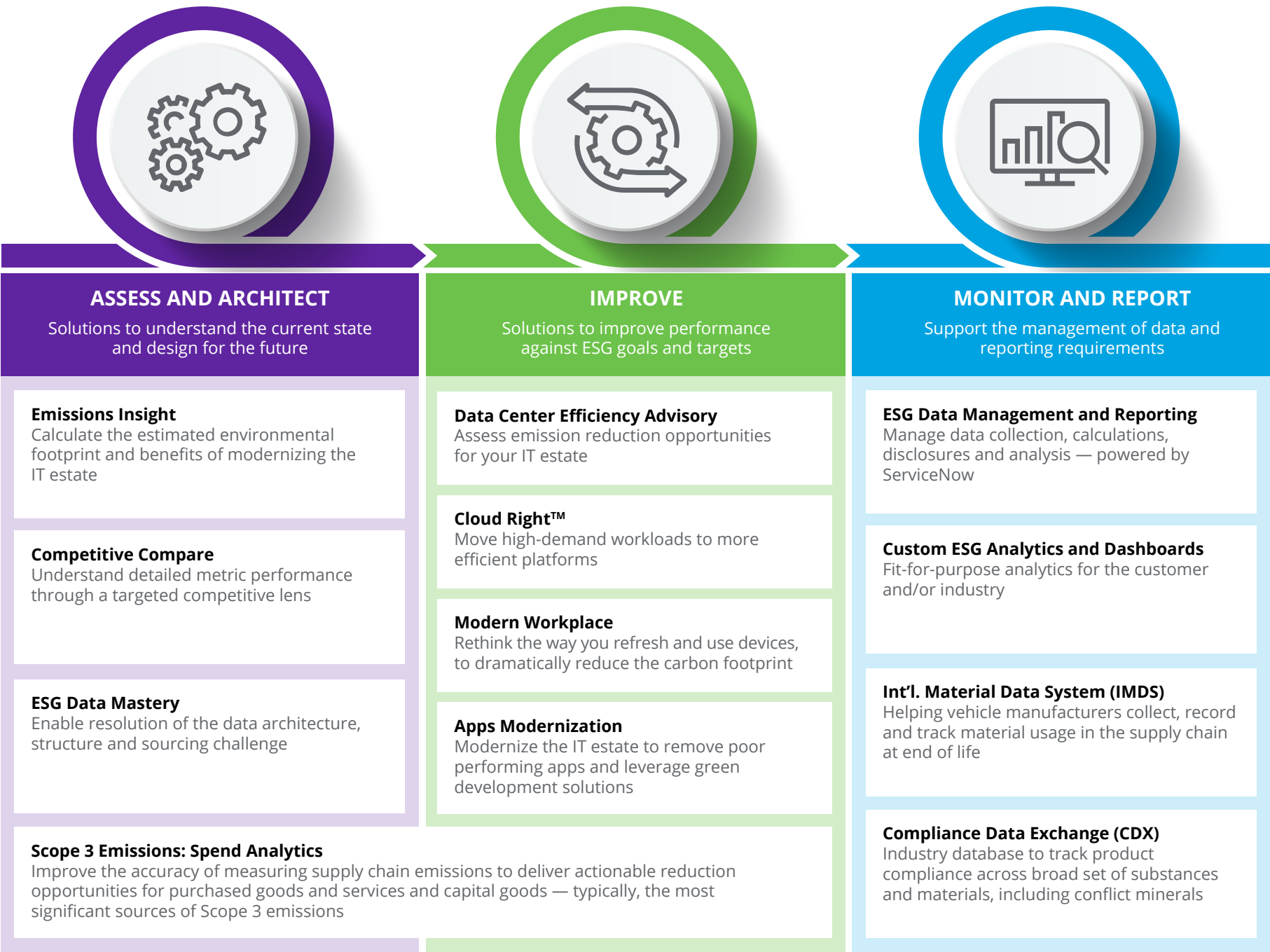
DXC Sustainable Services

A broad set of services to support our customers on their ESG journey

DXC understands the impact we can have on our customers' environmental footprint: Our business model is driven by the very capabilities that customers consider critical to their operations and ecosystems. That is why our environmental management plan aims to reduce not only DXC's operational impact, but also our customers' operational and supply chain impacts.

Our broad set of DXC Sustainable Services supports our customers on their ESG journey, as shown in the graphic to the right.

Our commitment to helping customers reduce greenhouse gas emissions will continue to evolve and advance with our continued investment in DXC's Modern Workplace, Cloud Right™, IT estate modernization, and analytics and artificial intelligence solutions. Ongoing investments in primary research and original perspectives on sustainability will support our customers as they set their ESG strategies and design governance models to implement them.

ASSESS AND ARCHITECT
Solutions to understand the current state and design for the future

Emissions Insight
Calculate the estimated environmental footprint and benefits of modernizing the IT estate

Competitive Compare
Understand detailed metric performance through a targeted competitive lens

ESG Data Mastery
Enable resolution of the data architecture, structure and sourcing challenge

Scope 3 Emissions: Spend Analytics
Improve the accuracy of measuring supply chain emissions to deliver actionable reduction opportunities for purchased goods and services and capital goods — typically, the most significant sources of Scope 3 emissions

IMPROVE
Solutions to improve performance against ESG goals and targets

Data Center Efficiency Advisory
Assess emission reduction opportunities for your IT estate

Cloud Right™
Move high-demand workloads to more efficient platforms

Modern Workplace
Rethink the way you refresh and use devices, to dramatically reduce the carbon footprint

Apps Modernization
Modernize the IT estate to remove poor performing apps and leverage green development solutions

MONITOR AND REPORT
Support the management of data and reporting requirements

ESG Data Management and Reporting
Manage data collection, calculations, disclosures and analysis — powered by ServiceNow

Custom ESG Analytics and Dashboards
Fit-for-purpose analytics for the customer and/or industry

Int'l. Material Data System (IMDS)
Helping vehicle manufacturers collect, record and track material usage in the supply chain at end of life

Compliance Data Exchange (CDX)
Industry database to track product compliance across broad set of substances and materials, including conflict minerals

Disclosures and accolades

Disclosures

DXC publishes ESG performance annually in accordance with four disclosure frameworks: the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and Carbon Disclosure Project (CDP). Our disclosures reference policies outlining DXC's approach to various ESG programs. Examples of these policies include: Integrity Matters at DXC, Code of Conduct, Government Affairs, Modern Slavery Statement, Environmental Policy, Health and Safety Policy, Data Security and Privacy and Supply Chain Principles. DXC's disclosures and related documents are publicly available here: **dxc.com/us/en/ about-us/corporate-responsibility/disclosures**.

GRI **GRI reporting since DXC's inception**

CDP **CDP respondent since 2018; rating of A- in 2024**

United Nations Global Compact **UN Global Compact signatory since DXC's inception**

VALUE REPORTING FOUNDATION SASB STANDARDS **SASB reporting since 2021**

TCFD **TCFD reporting since 2021**

At DXC Technology, our environmental and social responsibility efforts align closely with **UN Sustainable Development Goals (SDGs):**

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Accolades

Committed to environmental sustainability and social responsibility

DXC Technology was included among **Newsweek's America's Most Responsible Companies 2025**.

DXC Techology was recognized by **Newsweek** as one of **America's Greatest Workplaces for 2025**.

DXC Technology was included on the **2025 USA Today and Statista America's Climate Leaders** award list**.**

CRN Sustainability in Tech Awards 2025 - **Circular Company of the Year Award (Finalist).**

DXC Technology achieved a top score of 100 in the **2025 Disability Equality Index** — Best Place to Work for Disability Inclusion.

In 2025, DXC Technology received a rating of **AA** (on a scale of AAA-CCC) in the **MSCI ESG Ratings assessment**.

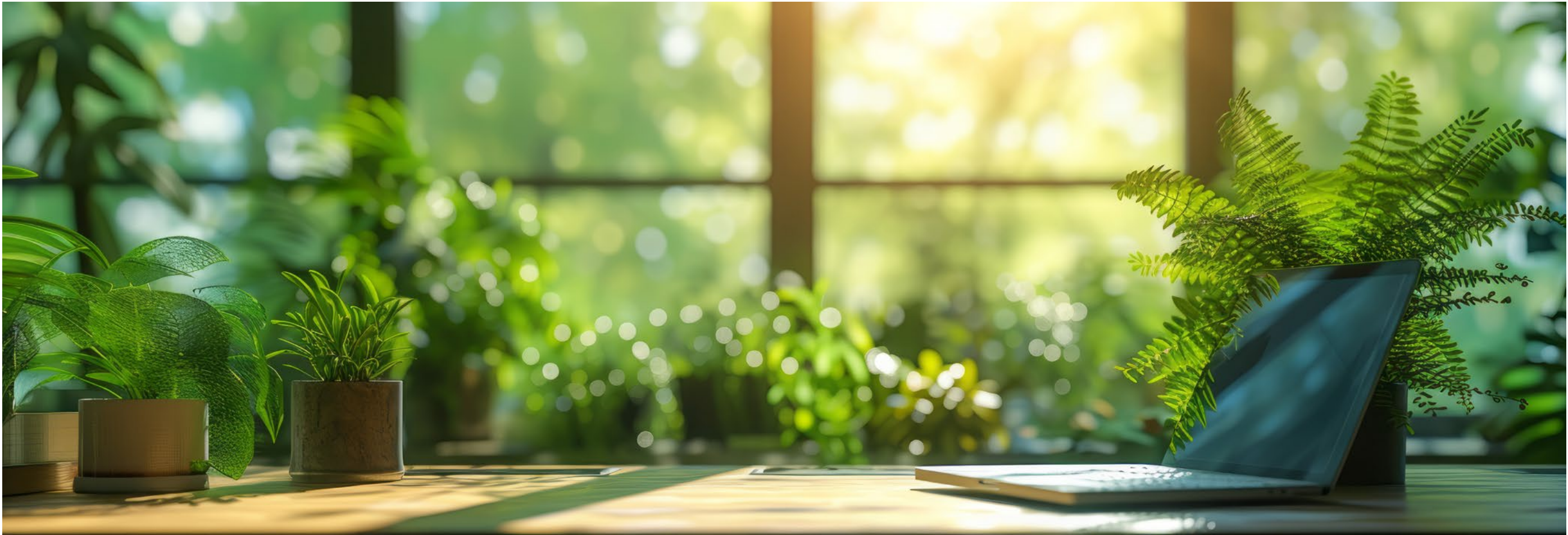In 2024, DXC Technology was recognized by **Morningstar Sustainalytics as an ESG Industry Top Rated company**.

DXC Technology was named **Best in Class in 2024 Leaders in Sustainability-related IT Consulting & Services in Europe — PAC RADAR IT Supplier Assessment**.

DXC Technology was awarded a **silver medal by EcoVadis in 2024** for our outstanding sustainability performance.

DXC Technology was awarded a gold medal by **Brandon Hall Group in 2023** for excellence in **Learning and Development**, and a silver medal for excellence in **Diversity, Equity, Inclusion**.

DXC Technology was awarded **Prime status by ISS ESG** for fulfilling ambitious absolute performance requirements.

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About DXC Technology

DXC Technology (NYSE: DXC) is a leading global provider of information technology services. We're a trusted operating partner to many of the world's most innovative organizations, building solutions that move industries and companies forward. Our engineering, consulting and technology experts help clients simplify, optimize and modernize their systems and processes, manage their most critical workloads, integrate AI-powered intelligence into their operations, and put security and trust at the forefront. Learn more on **DXC.com**.

Learn more at
dxc.com/esg