Corporate responsibility framework

The “new DXC” focuses on our customers, people and the global communities in which we do business. As a responsible corporate citizen with a commitment to environmental sustainability, we set and exceed ambitious carbon-reduction goals, and work toward circular-economy processes and climate impact mitigation. As a transformative leader, DXC Technology strives to support our customers on their own corporate responsibility and sustainability journeys. Our active involvement in our communities produces more efficient and beneficial outcomes for our society — including carbon reduction, innovative technology solutions, youth and adult educational initiatives, and volunteerism across our global workforce.

At DXC, our corporate responsibility and sustainability efforts focus on five key areas:

- **Customer experience**
  We run mission-critical systems with the latest technology innovations to deliver better business outcomes and new levels of performance, competitiveness and experiences for our customers.

- **Environment**
  To help improve the planet’s health, we identify and manage our most important material impacts. We have also drawn up a plan for reducing our energy use, carbon emissions, waste, and water use across our global operations.

- **Employees**
  The health and safety of DXC’s people are always top priorities. We also work hard to inspire and care for our people, nurture an inclusive and diverse culture, harness new models of talent acquisition and training, and invest in our people. These actions all aim to improve employee engagement, wellness and safety.

- **Community**
  We are committed to playing a positive role in the communities where our people live and work. Our efforts include fostering literacy and science, technology, engineering and mathematics (STEM) education, and bringing relief to the most vulnerable victims of natural disasters.

- **Responsible business**
  We have established a culture of performance and integrity in all our activities at all times. DXC adheres to our industry’s highest standards for ethical and forward-thinking business conduct.

Materiality assessment

To help define our key corporate responsibility (CR) objectives, DXC has undertaken a detailed materiality analysis. Our goal: ensure that DXC is a responsible and sustainable company on a global scale. We support our customers in their own sustainability objectives, and we help them achieve clear business benefits from sustainable best practices.

Our materiality assessment process includes both internal and external feedback. This enables us to rigorously evaluate our social, environmental and governance issues. It also helps us assess how closely our sustainability actions align with our objectives. Stakeholder dialogues — including meetings, interviews and other direct consultations — provide us with new insights and help us to understand and report on topics of special significance.

During the DXC materiality assessment, we first identify issues, then evaluate their business impacts. With this approach, we can analyze our current state with efficiency, address risks and emerging challenges, establish our ambition levels, create and prioritize goals, assign resources and set our roadmaps. This positions DXC as a leader in sustainability by improving our knowledge of what we and our stakeholders value most.
DXC’s materiality analysis also determines the scope of our annual Global Reporting Initiative (GRI) report. Initially, we identified 26 sustainability topics and used 19 of them to define the scope of our GRI report. We chose the initial list based on several sources, including previous CR reports, issues identified by the Sustainability Accounting Standards Board, and our discussions with internal and external stakeholders. You can see our latest GRI report here.

**DXC’s materiality matrix**

<table>
<thead>
<tr>
<th>High</th>
<th>Medium</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Responsible supply chain practices</td>
<td>• Compliance and ethics</td>
</tr>
<tr>
<td>• IT asset disposition and management</td>
<td>• Data security/privacy</td>
</tr>
<tr>
<td>• Supplier diversity</td>
<td>• Business continuity</td>
</tr>
<tr>
<td>• Digital skills gap</td>
<td>• Productivity through digital transformation</td>
</tr>
<tr>
<td>• Human rights and modern slavery in the supply chain</td>
<td>• Energy use and greenhouse gas emissions in operations and value chain</td>
</tr>
<tr>
<td>• Intellectual property protection</td>
<td>• Inclusion and diversity</td>
</tr>
<tr>
<td>• Community engagement</td>
<td>• Transparency, accountability and reporting</td>
</tr>
<tr>
<td>• Labor and management relations</td>
<td>• Employee development and engagement</td>
</tr>
<tr>
<td>• Water consumption</td>
<td>• Health, safety and well-being</td>
</tr>
</tbody>
</table>

**Relative importance to DXC’s business success**

**Medium**

- Responsible supply chain practices
- IT asset disposition and management
- Supplier diversity
- Digital skills gap
- Human rights and modern slavery in the supply chain

**High**

- Compliance and ethics
- Data security/privacy
- Business continuity
- Productivity through digital transformation
- Energy use and greenhouse gas emissions in operations and value chain

**Relative importance to DXC stakeholders**

- Intellectual property protection
- Community engagement
- Labor and management relations
- Water consumption

- Inclusion and diversity
- Transparency, accountability and reporting
- Employee development and engagement
- Health, safety and well-being

**How materiality is embedded into DXC’s corporate responsibility strategy**

- DXC’s CR strategy focuses on our customers and employees. By being customer-centric and investing in our people, we can meet the needs of our customers across the Enterprise Technology Stack.

- To win new business, we must be able to respond to new business requests with solutions that support our customers as well as show environmental and social progress. To that end, we have identified several “quick win” initiatives, and we have communicated these internally.

- DXC contributes to society by engaging with the communities in which we operate. Our people identify solutions that directly help society. DXC’s IT solutions offer social value, too, by enabling greater interconnectedness in our increasingly digital society.

- We view the professional and technical development of our people as a corporate responsibility. This strategic investment in the capabilities of our people enables us to help our customers manage and modernize their IT estates. For example, we offer multimodal learning channels in DXC University to help our people develop new IT, sales, leadership and business skills.

- DXC has integrated social and environmental criteria into our supply chain selection process, and we expect all suppliers to share our commitment to sustainability. We have also drafted Responsible Supply Chain Principles that incorporate a wide range of social, labor, ethical and environmental factors. We train our supply chain professionals to understand the importance of ethical, environmental and human rights considerations. And to further reduce risk in our supply chain, we conduct a biannual Responsible Supply Chain survey that includes environmental and social criteria.
Energy efficiency is an important part of DXC’s CR strategy. In the areas of data center planning and management, we continue to focus on energy and emissions measurement and reporting, as well as on industry and peer benchmarking.

Our main waste concern is IT asset disposition (ITAD). This becomes an issue when our IT equipment nears the end of its functional life. Currently, we reuse 65 percent of our IT assets for a second life, and in the longer term, we are committed to sending zero ITAD waste to landfills.

We continue to offer and expand our services in server virtualization and consolidation, cloud computing, storage consolidation, data center consolidation and green data center certification. We’ve aligned these services with our global rollout of ISO 50001 and ISO 14001 management systems, as well as with our training of data center staff.

Stakeholder engagement

DXC executives and key subject matter experts meet regularly with our stakeholders, including shareholders, customers, partners, employees, stock analysts, regulators, community members, nongovernmental organizations (NGOs) and associations. We listen to these stakeholders and assimilate their feedback into our strategic planning, business decisions and reporting frameworks. These regular stakeholder meetings also help us to understand their important issues. With this information, we build the strongest possible relationships over the long term and adopt innovations to improve the performance of our global CR program.

<table>
<thead>
<tr>
<th>How DXC engages with our stakeholders — examples</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Investors and industry analysts</strong></td>
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<tr>
<td><strong>Customers and partners</strong></td>
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<tr>
<td><strong>Employees</strong></td>
</tr>
<tr>
<td><strong>Suppliers</strong></td>
</tr>
<tr>
<td><strong>Civil society, community groups and NGOs</strong></td>
</tr>
<tr>
<td><strong>Government and industry-related bodies</strong></td>
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Corporate responsibility governance structure

DXC’s robust governance structure features a two-tier CR committee. That includes a senior steering committee group, composed of leaders from across departments and geographical locations, to define our strategy and lead our global CR program. In addition, we’re forming a second committee to support the delivery and implementation of our CR initiatives in local markets.

Ethics

At DXC, we’ve established a culture of performance and integrity. This applies to all our activities, everywhere and at all times. We have developed a Code of Conduct that applies to all our directors, officers and employees. We have set forth policies and expectations on numerous topics, including conflicts of interest, human rights, confidentiality, insider trading and the protection of property. We provide our people with a proper and professional work environment. All new hires are required to complete a training program in our Code of Conduct, and this includes training in anti-corruption activities.

Around the globe, we conduct our business in strict accordance with the highest standards of ethics and laws. Our standing as an ethical company is a critical asset, one that our directors, officers, managers and employees vigilantly protect. Our officers, executives, managers and supervisors lead ethically and maintain a culture of integrity and compliance in all business activities, in all places and at all times.

DXC’s Ethics and Compliance (E&C) team, under the authority of our chief ethics and compliance officer, offers programs and resources that include:

- **Ethical culture:** We have developed an organizational culture that promotes ethical conduct and a commitment to comply with our Code of Conduct, internal company policies and the law.

- **Prevention, detection and investigation:** DXC exercises due diligence to prevent and detect criminal and unethical conduct. We also investigate any known or suspected criminal or unethical conduct.

- **Code of Business Conduct:** The Code reflects our corporate values and describes our company policies for appropriate business conduct. Each of us is expected to understand the Code, follow its direction, and use it as a guide when confronted with ethical dilemmas or unfamiliar situations. E&C enforces these rules equally for all our directors, officers, executives, managers, employees and representatives around the world. View our policy [here](#).

- **Code of conduct policies:** E&C also creates, maintains, distributes and enforces management policy statements, standards, guidelines and other procedures related to business conduct.

- **Communications and training:** We publicize our Code of Conduct, business conduct policies and other relevant policies. And we make them available to all our directors, officers, executives, managers, employees and representatives with our awareness and training programs.
• **Anti-corruption training:** This mandatory program is included in the DXC Technology Annual Code of Conduct training. Additional anti-corruption training is given to selected employees and business partners, especially those in high-risk regions or holding certain functional roles.

• **Compliance risk assessment and effectiveness:** E&C monitors, audits and assesses risk in our global programs. It also provides risk assessment, policy, training and other forms of support to ensure that our compliance functions are both capable and mature.

• **OpenLine administration:** OpenLine is a confidential online reporting system that allows our people to ask questions and report known or suspected violations of our Code of Conduct, internal policies, or the law. OpenLine also offers a path to ethical advice and guidance. View more [here](#).

DXC is committed to transparency about our sustainability efforts with respect to the environment, our people, supply chain and the communities in which we operate. To learn more, please see our key statements, principles, policies and certifications.

### Statements

- **Human Rights Statement:** Learn more about our commitment to protecting and advancing human rights and ensuring the integrity of our operations around the world. DXC’s Human Rights Statement reflects the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

- **Modern Slavery Statement:** Download DXC’s statement to learn about the actions we’re taking to mitigate modern slavery. DXC does not tolerate any form of human trafficking, modern slavery or exploitation of staff. This applies to all our employees, suppliers and recruitment agencies.

### Principles

- DXC’s [Responsible Supply Chain Principles](#) drive our commitment to fostering sustainable business practices across our global network. We are serious about our environmental, social and financial responsibilities, and we strive to develop good relationships with suppliers who take them seriously, too. The DXC Responsible Supply Chain Principles cover five main categories:
  - Respecting the basic human rights of our people
  - Enforcing labor standards and prohibiting child labor
  - Prohibiting corruption and bribery
  - Protecting the environment
  - Fostering equality, diversity and inclusion
Policies

• DXC is committed to supporting our people’s well-being and safety, both at work and in their personal lives. Learn more about our Environment Policy and Health and Safety Policy.

Certifications

• To meet our regulatory, contractual and business requirements, DXC pursues a program of certifications to recognized international standards and accreditations. These include:
  - ISO 14001 (environmental management)
  - ISO 50001 (energy management)
  - ISO 45001 (health and safety management)

Learn more at
www.dxc.technology

About DXC Technology

DXC Technology (NYSE: DXC) helps global companies run their mission critical systems and operations while modernizing IT, optimizing data architectures, and ensuring security and scalability across public, private and hybrid clouds. With decades of driving innovation, the world’s largest companies trust DXC to provide services across the Enterprise Technology Stack to deliver new levels of performance, competitiveness and customer experiences. Learn more about the DXC story and our focus on people, customers and operational execution at www.dxc.technology.