

## **DXC TECHNOLOGY COMPANY**

### **2019 ANNUAL MEETING OF STOCKHOLDERS**

#### **Q&A**

**Q:** We received several questions related to Employee Compensation, including inquiries about pay increases, and how and when they are granted. Even though these questions are not pertinent to meeting matters, we have grouped such questions together and are providing here a single response to avoid repetition.

**A:** Talent is a critical success factor at DXC, and matters of employee development, compensation and welfare are a high priority. DXC works to pay all employees based on the market for the role they perform within a competitive range. Where in that range an employee is paid depends on their performance, skills, experience, value contribution and other factors, including leadership, collaboration and teamwork.

It's important to understand that DXC's compensation system is based on performance, not longevity. This means that in most markets, salaries are not automatically increased every year. Instead, we grant increases on a rolling basis based on submissions from the business. These salary reviews happen every week and consider the factors listed above, as well as general affordability.

Talent assessment, and the initiation of any increases, are the responsibility of an employee's direct managers. They are responsible for managing talent, assessing their pay positioning and recommending any salary actions.