DXC.technology

GRI Report

Sustainability and the "new DXC"

2020

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Preamble

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 "new DXC" and our focus on people, customers and operational execution at http://www.dxc.technology.

This report presents DXC Technology data for its fiscal year 2020, from April 1, 2019 through March 31, 2020.

Explanatory Note:

This Global Reporting Initiative ("GRI") report does not include the financial results for DXC.

For financial information, please refer to DXC's Annual Report on Form 10-K for the fiscal year ended March 31, 2020, which was filed June 1, 2020 with the U.S. Securities and Exchange Commission (the U.S. "SEC"), and any updating information in subsequent SEC filings, available on DXC's website and through the SEC's EDGAR system.

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf
https://www.sec.gov/ix?doc=/Archives/edgar/data/1688568/000168856820000032/dxcfy2010-k.htm

Global Reporting Initiative Universal Standards (GRI 100)

1.   Global Reporting Initiative 102: General Disclosures

1.1.   Organizational profile

Disclosure 102-1: Name of the organization: DXC Technology https://www.dxc.technology/

Disclosure 102-2: Activities, brands, products, and services: A description of our activities and services is available at: https://www.dxc.technology/services?ref=nmntop

Our services include analytics, applications, business process services, cloud, consulting, enterprise and cloud applications, security, workplace, and mobility, all organized by industries.

None of DXC's primary brands or services is banned in any markets.

Disclosure 102-3: Location of headquarters: 1775 Tysons Blvd., Tysons, Virginia 22102, United States

Disclosure 102-4: Location of operations: The names and number of countries where the organization operates are available at: https://www.dxc.technology/about_us/flex/32026-global_locations

Disclosure 102-5: Ownership and legal form: https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf

Disclosure 102-6: Markets served: DXC serves government customers or business customers only (not individuals), from all sectors globally.

Disclosure 102-7: Scale of the organization

    I.   Total number of employees by country or region for DXC FY20:

	Female	Male	Unknown	Grand Total
Americas	**12,441**	**19,385**	**126**	**31,952**
Argentina	274	677	1	952
Brazil	1,022	1,865	1	2,888
Canada	681	1,441	25	2,147
Chile	35	165		200
Colombia	28	61		89
Costa Rica	614	1,152	2	1,768
Mexico	351	676		1,027
Panama	4	5		9
Peru	22	60	2	84
United States of America	9,410	13,283	95	22,788

	Female	Male	Unknown	Grand Total
Asia	**15,813**	**34,525**	**35**	**50,373**
Brunei Darussalam	7	17		24
China	1,096	1,116	2	2,214
Hong Kong	49	232		281
India	10,281	25,288	18	35,587
Indonesia	16	27		43
Japan	181	633		814
Korea, Republic of	17	28		45
Malaysia	1,372	2,051	2	3,425
Philippines	2,114	3,411	8	5,533
Singapore	258	603		861
Taiwan	66	117	3	186
Thailand	53	153	1	207
Vietnam	303	849	1	1,153
Australia and New Zealand	**1,699**	**4,701**	**27**	**6,427**
Australia	1,493	4,236	24	5,753
Fiji	8	13		21
New Zealand	198	452	3	653
Central and Northern Europe	**5,403**	**10,645**	**64**	**16,112**
Austria	69	212		281
Bulgaria	1,415	2,312	52	3,779
Croatia	1	1		2
Czech Republic	390	336		726
Denmark	260	713		973
Finland	18	84		102
Germany	671	2,256	1	2,928
Greece	2	2		4
Hungary	172	325		497
Lithuania	155	241		396
Netherlands	84	588		672
Norway	78	211		289
Poland	1,206	1,084	8	2,298
Romania	363	196		559
Russian Federation	24	24		48
Serbia	60	66		126
Slovakia	210	1,009	3	1,222
Sweden	137	458		595
Switzerland	83	523		606
Turkey	3	2		5
Ukraine	2	2		4
Southern Europe	**3,832**	**6,473**	**219**	**10,524**
Belgium	173	614	1	788

	Female	Male	Unknown	Grand Total
France	744	1,759		2,503
Italy	530	1,113	211	1,854
Luxembourg	10	100		110
Portugal	102	140		242
Spain	2,273	2,747	7	5,027
UK & Ireland, Middle East, & Africa	2,823	7,071	37	9,931
Egypt	239	225	1	465
Ireland	88	193	3	284
Israel	57	108		165
Jordan	9	25		34
Kazakhstan	1	1		2
Morocco	3	2		5
Nigeria	1	5		6
Qatar	1	13		14
Saudi Arabia	46	240	3	289
South Africa	55	123		178
Tunisia	120	59		179
United Arab Emirates	46	236		282
United Kingdom	2,157	5,841	30	8,028
Grand Total	42,011	82,800	508	125,319

*138,000 total employee numbers include subsidiaries.

II.   Total number of operations: DXC countries of operations:

1. Argentina
2. Australia
3. Austria
4. Belgium
5. Brazil
6. Brunei Darussalam
7. Bulgaria
8. Canada
9. Chile
10. China
11. Colombia
12. Costa Rica
13. Croatia
14. Czech Republic
15. Denmark
16. Egypt
17. Fiji
18. Finland
19. France
20. Germany
21. Greece
22. Hong Kong
23. Hungary
24. India
25. Indonesia
26. Ireland
27. Israel
28. Italy
29. Japan
30. Jordan
31. Kazakhstan
32. Korea, Republic of
33. Lithuania
34. Luxembourg
35. Malaysia
36. Mexico
37. Morocco
38. Netherlands
39. New Zealand
40. Nigeria
41. Norway
42. Panama
43. Peru
44. Philippines
45. Poland
46. Portugal
47. Qatar
48. Romania
49. Russian Federation
50. Saudi Arabia
51. Serbia
52. Singapore
53. Slovakia
54. South Africa
55. Spain
56. Sweden
57. Switzerland
58. Taiwan
59. Thailand
60. Tunisia
61. Turkey
62. Ukraine
63. United Arab Emirates
64. United Kingdom
65. United States of America
66. Vietnam

III. Net sales (for private sector organizations by countries or regions that make up 5% or more of total revenues):

DXC Technology FY20 revenues

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf

Total capitalization (for private sector organizations) broken down in terms of debt and equity:

DXC Technology FY20 total debt: $9.9 billion; DXC FY20 total equity: $5,129 million.

Source:

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf

Quantity of services provided:

Not applicable to DXC.

Disclosure 102-8: Information on employees and other workers:

a. Total number of employees by employment contract (permanent and temporary), by gender:

Count

	Female	Male	Unknown	Grand Total
Casual	47	72	3	122
Fixed Term	141	270	1	412
International Assignee	162	1,135		1,297
Regular	41,296	80,254	495	122,045
Temporary/Fixed Term	89	237	6	332
Unknown	276	832	3	1,111
Grand Total	**42,011**	**82,800**	**508**	**125,319**

*138,000 total employee numbers include subsidiaries.

b. Total number of employees by employment contract (permanent and temporary), by region:

Female

Count

	Casual	Fixed Term	International Assignee	Regular	Temporary/ Fixed Term	Unknown	Grand Total
Americas	34		117	12,273	17		12,441
Asia		80	10	15,679	44		15,813
Australia and New Zealand	10	40	6	1,642	1		1,699
Central and Northern Europe			4	5,115	10	274	5,403
Southern Europe	3	6	6	3,803	14		3,832

Count

	Casual	Fixed Term	International Assignee	Regular	Temporary/ Fixed Term	Unknown	Grand Total
UKI, Middle East & Africa		15	19	2,784	3	2	2,823
Grand Total	47	141	162	41,296	89	276	42,011

*138,000 total employee numbers include subsidiaries.

Male

Count

	Casual	Fixed Term (Fixed Term)	International Assignee	Regular	Temporary/ Fixed Term	Unknown	Grand Total
Americas	46	1	874	18,411	53		19,385
Asia	8	132	35	34,266	84		34,525
Australia and New Zealand	13	37	23	4,618	10		4,701
Central and Northern Europe	3	3	35	9,736	37	831	10,645
Southern Europe	2	13	31	6,408	19		6,473
UKI, Middle East & Africa		84	137	6,815	34	1	7,071
Grand Total	72	270	1,135	80,254	237	832	82,800

*138,000 total employee numbers include subsidiaries.

c.   Total number of employees by employment type (full-time and part-time), by gender:

Count

	Female	Male	Unknown	Grand Total
Full time	39,903	81,293	484	121,680
Part time	1,832	675	21	2,528
Unknown	276	832	3	1,111
Grand Total	**42,011**	**82,800**	**508**	**125,319**

*138,000 total employee numbers include subsidiaries.

d.   Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees:

Not applicable to DXC

e.   Any significant variations in the numbers reported in **Disclosures 102-8-a, 102-8-b, and 102-8-c** (such as seasonal variations in the tourism or agricultural industries):

DXC Technology has temporary/fixed contract employees, but they do not work in seasonal variances.

f.   An explanation of how the data has been compiled, including any assumptions made:

Our Human Resources (HR) Analytics group has collected all the data.

Disclosure 102-9: Description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services

DXC Technology has a global supply chain management function that encompasses the planning and management of activities involved in sourcing and procurement of goods and services from third-party suppliers. Key spend areas include IT hardware, software, network, labor services, and corporate indirect goods and services. The function plays an important role in developing and implementing global and regional category and supplier management strategies that aim toward strong partner relationships and continuous improvement in the areas of price, quality, and services.

Disclosure 102-10: Significant changes to the organization and its supply chain

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf

Disclosure 102-11: Whether and how the organization applies the Precautionary Principle or approach

At DXC Technology, we adopt a precautionary approach whenever there is a possible risk to health, safety, or the environment. We carry out an evaluation through our internal enterprise and operational risk management activities. At an enterprise level, we perform risk assessments at periodic intervals to identify key risks to the company. We then analyze these risks for impact under defined criteria and prioritize them for action. We develop mitigation plans to adequately address the risks, which we then track and report to executive leadership. At an operational level, our businesses have established mechanisms to continuously identify relevant risks that can affect operations, and the business tracks and monitors such risks on a regular basis. Organizations within DXC escalate risks, as appropriate, to take required action.

Disclosure 102-12: External initiatives: List of externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes, or which it endorses

DXC Technology routinely engages with a range of third-party organizations globally and regionally:

- Business for Social Responsibility (BSR)
- The Institute of Corporate Responsibility & Sustainability
- All Party Parliamentary Corporate Responsibility Group
- Confederation of British Industry (CBI)
- Corporate Executive Board
- Intellect

Disclosure 102-13: Membership of associations: List the main memberships of industry or other associations, and national or international advocacy organizations

The reporting organization should include memberships maintained at the organizational level in associations or organizations in which it holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, or views its membership as strategic.

DXC maintains memberships with or otherwise engages with these organizations:

- International Labor Organization/Global Disability Network (ILO/GDN)
- UPWARD (Global Network for Executive Women)
- Out and Equal
- Disability: IN (formerly the U.S. Business Leadership Network [USBLN])
- National Organization on Disability (NOD)
- Bender Consulting Services, Inc.
- Hispanic IT Executive Council (HITEC)
- Military Spouse Employment Partnership (MSEP)
- National Action College for Minorities in Engineering (NACME)
- Wounded Warrior hiring programs

1.2.   Strategy

Disclosure 102-14: Statement from senior decision-maker

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 deploy our 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.

(Note: The company was formed on April 1, 2017, by the merger of CSC and the Enterprise Services business of Hewlett Packard Enterprise (HPE ES)).

DXC Technology has successfully guided the world's largest enterprises and government agencies through successful change cycles. With approximately 138,000 employees worldwide, the company's deep experience gives it a clear and confident vision to help customers navigate the future.

DXC Technology is a Fortune 500 company and represented in the S&P 500 Index. The company works to create greater value for customers, partners and shareholders, and to present growth opportunities for its people. DXC Technology is ranked among the world's best corporate citizens.

Materiality, strategy, and goals

DXC Technology has undertaken a detailed materiality analysis that has helped us to define our key corporate responsibility (CR) objectives. It is our goal to establish DXC Technology as a responsible and sustainable company that parallels the quality of our IT and business services reputation, supports our customers in their own sustainability objectives, and achieves triple bottom-line benefits from sustainable best practice.

In the short term, DXC's CR strategy will focus on reporting, energy efficiency, energy management standards, and identifying where we can help our customers meet their own carbon reduction goals.

We are also a significant contributor to social value through engagement within the communities we operate in, our employees identifying solutions that directly help society and those we employ and encourage from disadvantaged backgrounds. DXC's IT solutions also provide social value, forming greater interconnectedness in an increasingly digitalized society.

To win new business, we must be able to provide responses to new business requests that articulate solutions that will support our customers and show environmental and social progress. We have identified "quick win" initiatives and have communicated these internally.

Mid- and longer term, with energy efficiency being part of DXC's overall IT strategy, we continue to focus on data center technology and business process design in the areas of data center planning and management, energy and emissions measurement and reporting, and industry/peer benchmarking.

Because of our activities, DXC Technology's IT asset disposition is our main waste concern. We endeavor to be responsible when IT equipment nears the end of its functional life, with 65% of assets reused for a second life, and we are committed to sending zero ITAD waste to landfill.

In the areas of systems implementation and integration, we continue to offer and expand services in server virtualization and consolidation, cloud computing, storage consolidation, data center consolidation, and green data center certification. We will align this approach with the global rollout of ISO 50001 and ISO14001 management systems, as well as upskilling of data center personnel.

As part of the "new DXC" strategic model, we have set a global environmental 3-year plan that covers all DXC regions, facilities, and data centers owned or directly managed by DXC. We have retained a commitment to absolute reduction targets, which aligns with the ethos of the UN Sustainable Development Goals and the Paris Agreement. DXC's plan uses a new FY19 baseline for the 3-year targets, with progress against our objectives evaluated annually. Given the rapidly changing nature of the IT market and the customers we serve, we maintain 3-year targets to reduce the need to annually re-state emissions due to corporate changes. We will build on this approach and, over the long term, we will strive to continually minimize our impact on the environment and improve resource efficiency in the areas of energy, data center management, natural resource protection, sustainable consumption, and travel and transportation.

Some of our achievements in FY20 include:

- Upon meeting our carbon reduction targets 1 year early, we have set a new 3-year target from our new FY19 baseline year: 20% absolute carbon reduction by 2022

- Increased our purchase of renewable energy backed by guarantees of origin (or country equivalent) to 30% of its global energy consumption

- Ranked among the 100 best Corporate Citizens according to 3BL Media & CR Magazine

- Ranked on the Dow Jones Sustainability Index (DJSI) North America 2019, based on our excellence across economic, environmental, and social benchmarks

- Contributed to 24 community development projects in India to improve communities across a range of focus areas — education, environment, upskilling and well-being. We estimate that more than 100,000 people have benefited from these projects

- Invested in our people with experiential, educational, and training initiatives to enable them to continually elevate their skills and create new career and growth opportunities for them. For example, 94% of DXC employees have completed training programs through DXC University

More detail in relation to these achievements and our sustainability programs is available in our Corporate Responsibility (CR) web domain, at: http://www.dxc.technology/cr.

Disclosure 102-15: Description of key impacts, risks, and opportunities

See DXC Technology 10-K Item 1A. RISK FACTORS section, page 9 onward at: https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf.

1.3.   Ethics and integrity

Disclosure 102-16: Values, principles, standards, and norms of behavior

DXC Technology promotes a culture of performance with integrity. DXC's Code of Business Conduct applies to all directors, officers, and employees of DXC. We set forth our policies and expectations on numerous topics, including conflicts of interest, human rights, confidentiality, insider trading, protection of DXC and customer property, and providing a proper and professional work environment. All new employees are required to complete mandatory Code of Business Conduct training, which incorporates anti-corruption training.

DXC seeks to pursue and conduct all of our business, everywhere, in strict accordance with the highest standards of ethics and laws of the United States and other nations, and their states and localities. DXC's standing as an ethical company is a critical asset that all directors, officers, managers, and employees are to protect at all times. Officers, executives, managers, and supervisors of the company strive as ethical leaders to create and maintain a culture of integrity and compliance in all business activities, in all places, and at all times. The Ethics and Compliance Office (E&C), under the authority of DXC's chief ethics and compliance officer, is chartered by the Board of Directors to carry out the following responsibilities:

- **Ethical culture.** Promote an organizational culture that encourages ethical conduct and a commitment to compliance with DXC's Code of Business Conduct, with internal company policies, and with the law.

- **Prevention, detection, investigation.** Exercise due diligence to prevent and detect criminal and unethical conduct; coordinate investigations of known or suspected criminal and unethical conduct.

- **Code of Business Conduct.** Create, maintain, distribute, and enforce DXC's Code of Business Conduct, which shall apply equally to all directors, officers, executives, managers, employees, and representatives of DXC and our subsidiaries around the world.

- **Business conduct policies.** Create, maintain, distribute, and enforce business conduct and other applicable management policy statements, standards, guidelines, and related procedures.

- **Communications and training.** Publicize and make available to all directors, officers, executives, managers, employees and representatives of DXC and our subsidiaries, DXC's awareness and training programs focusing on the Code of Business Conduct, on the business conduct policies, and on other relevant policies.

- **Compliance risk assessment and effectiveness.** Monitor, audit, and assess risk, and otherwise evaluate global program effectiveness. Provide risk assessment, policy, training, and other support to ensure the appropriate capability and maturity of DXC's several compliance functions.

- **OpenLine administration.** Operate and publicize globally DXC's OpenLine, which is made available for all directors, officers, executives, managers, employees, and representatives of DXC around the world to report known or suspected violations of the DXC Code of Business Conduct, internal policy, and the law or to seek ethical advice and guidance.

- **Management and board reporting.** Report to management and the board on the activities and effectiveness of the Ethics and Compliance Program. DXC's management periodically convenes an Ethics Committee to review Ethics and Compliance Program activities, to monitor the operation and activity of DXC's OpenLine, to direct or monitor ethics and compliance audits and investigations, and to be knowledgeable about E&C operations. All DXC employees are expected to observe and preserve the "new DXC" values, make decisions and choices that are consistent with these values, and comply with applicable internal policies and the law in all places where DXC does or seeks to do business.

For more information, please visit:

https://www.dxc.technology/about_us/ds/29625-our_mission_and_values

https://assets1.dxc.technology/governance/downloads/DXC_Code_of_Conduct.pdf

https://www.dxcopenline.ethicspoint.com

Disclosure 102-17 Mechanisms for advice and concerns about ethics

DXC maintains a worldwide toll-free and internet-based helpline called DXC OpenLine that directors, officers, executives, managers, employees, representatives of DXC, our subsidiaries, and any outside individuals or entities can use to communicate ethics-related concerns or seek advice about suspected unethical or unlawful behaviors.

The DXC OpenLine is a confidential, multilingual, always-available advice and reporting channel that can be used anonymously if preferred, as allowable by law. The Ethics and Compliance Office (E&C), under the authority of DXC's chief ethics and compliance officer, is chartered by the Board of Directors to operate and publicize this capability to all DXC representatives around the world to report known or suspected violations of the DXC Code of Business Conduct, internal policy and the law, or to seek ethical advice and guidance.

All employees and representatives of DXC are strongly encouraged to report known or suspected violations of the Code of Business Conduct, DXC policy, or any law in any DXC jurisdiction to:

- Any direct manager/skip-level manager

- Chief human resources officer or any member of the DXC HR Department

- General Counsel or any other member of the DXC Legal Department

- Ethics and Compliance Office (ethics@DXC.com)

- Internal Audit or Corporate Security

- DXC OpenLine

For more information, please visit: https://www.dxcopenline.ethicspoint.com

1.4.   Governance

Disclosure 102-18: Governance structure

a.   Governance structure of the organization, including committees of the highest governance body: https://www.dxc.technology/investor_relations/ds/32534-management_and_board_of_directors

b.   Committees responsible for decision making on economic, environmental, and social topics: Corporate responsibility (CR) governance: https://www.dxc.technology/cr/ds/31889-our_csc_cr_framework

1.5.   Stakeholder engagement

Disclosure 102-40: List of stakeholder groups

DXC Technology executives and key SMEs regularly meet with stakeholders, including shareholders, customers and partners, employees, analysts, regulators, community members, nongovernmental organizations (NGOs), associations, and others, to engage in open dialogue and assimilate feedback into strategic planning, business decisions, and reporting frameworks. A key part of our CR commitment is listening closely to each group, to engage with them and understand the issues that are important to them so that we can build the strongest possible relationships over the long term.

Examples include:

Investors and Industry Analysts	DXC's quarterly earning call webcasts — dialogue with institutional investors and industry analysts to build upon other engagement/communication, investor perception surveys, and regular analyst briefings
Customers and Partners	Ongoing dialogue and face-to-face meetings; joint industry memberships; DXC-led conferences; sharing insights and expertise and analyzing business challenges and IT innovations; customer feedback meetings; and surveys
Employees	Global employee survey, town hall meetings, CEO briefings, employee forums, union and works council meetings, and communications through email and DXC internal collaboration network
Suppliers	Regular meetings and reviews, sharing best practices in responsible supply chain management
Civil Society, Community Groups, and NGOs	Including our charities, nonprofits, and social enterprises; supporting our DXC Foundation program's aims and objectives; philanthropic donations; community engagement programs; pro bono skills giving; diversity initiatives; and veteran hiring and support programs
Government and Other Industry-Related Bodies	Regular dialogue, face-to-face meetings, leadership groups, and roundtable discussions on issues of societal and environmental impact

Disclosure 102-41: Percentage of total employees covered by collective bargaining agreements

We do not report on the percentage of employees who are covered by collective bargaining agreements (or who are covered by other forms of employee representation).

Disclosure 102-42: Identifying and selecting stakeholders

DXC Technology has undertaken a process to identify our key stakeholders, including those who are invested in the organization as well as those who have other relationships with DXC. We have considered the reasonable expectations and interests of stakeholders when reporting against our significant economic, environmental, and social impacts. Stakeholders likely to use the CR website materials and reports include shareholders/investors, customers and business partners, employees, suppliers, media, governments and regulators, academic communities, socially responsible investment analysts, CR professionals, and NGOs.

Disclosure 102-43: Approach to stakeholder engagement

DXC Technology recognizes that engaging with external and internal stakeholders is an essential part of responsible business practice, helping us to define our sustainability strategy, share our progress and improve our reporting. We do so in a variety of ways, including annual customer surveys, collaboration websites, committee memberships, and face-to-face dialogue.

We regularly engage with a number of our key stakeholders through a series of in-depth interviews to review and inform our decision making around our issues matrix and participate in a wider discussion to understand the key sustainability issues faced by our customers and partners, going forward. Their valuable insights continuously help us to clarify the content of our reporting and the goals and metrics we are reporting against.

Finally, the launch of the United Nations (UN) 17 Sustainable Development Goals (SDGs) is a significant incentive for businesses to support global cooperation toward developing a more sustainable world. As a global company, we have identified six SDGs (No. 3, 4, 5, 7, 12, 13) that are closely aligned with our business and internal or community programs. In various countries where we operate, DXC contributes to additional goals that are not currently reported. We will continue to develop our actions to further align our business with other SDGs.

Disclosure 102-44: Key topics and concerns raised

Stakeholder engagement is a key part of DXC Technology's sustainability program. Our business operations affect many groups and organizations across the globe. In turn, these "stakeholders" have a fundamental impact on DXC's sustainability performance.

Our reporting prioritization is the result of a detailed stakeholder process, as well as previous engagement with stakeholders, including customers, analysts, employees, senior leadership team, suppliers, partners, community, investors/shareholders, government, and others. We prioritize these topics for reporting based on potential impact to our business and importance to our stakeholders. Through customer and partner interviews, we have been assured to hear that we have correctly placed our significant aspects on our matrix. The following list highlights our most material issues:

Environmental	Energy use, greenhouse gas emissions, and net zero in operations and value chain; IT asset management; material and resource efficiency; travel and transportation; customer GHG support.
Social Capital	Data security and privacy; community engagement; social value
Human Capital	Employee development and engagement; technology skill development; inclusion and diversity; health and safety; labor and management relations
Products and Services	Enabling productivity through digital transformation, Enterprise Technology Stack

Environmental	Energy use, greenhouse gas emissions, and net zero in operations and value chain; IT asset management; material and resource efficiency; travel and transportation; customer GHG support.
Leadership and Governance	Responsible supply chain; supplier diversity; business continuity; management of intellectual property; strong business ethics; transparency; and accounting

Our customers expect us to go beyond the thresholds on these aspects, to differentiate our company from the competition. Based on the outcome of our assessment, we will continue to focus our sustainability reporting on the areas of opportunity that our stakeholders have identified.

1.6.   Reporting practice

Disclosure 102-45: Entities included in the consolidated financial statements

Financial statements include DXC as a standalone company. Please refer to our latest annual report:

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf

Disclosure 102-46: Defining report content and topic boundaries

a. An explanation of the process for defining the report content and the topic boundaries: https://www.dxc.technology/cr/ds/31889-our_csc_cr_framework

    DXC Technology defines our CR governance framework around five areas of focus, which provides consistency to our sustainability work around the world. These areas include customer experience, employees, community, environment, and responsible business.

    To define content for this Global Reporting Initiative (GRI) report, DXC has determined our material topics via a materiality analysis, taking into account topics on which DXC has major significant economic, environmental, and social impacts, or that substantively influence the assessments and decisions of DXC stakeholders. Initially, we identified 26 sustainability topics, of which we used 19 significant aspects to define the scope of our report; these aspects are based on the three most significant quadrants of our matrix of significant issues. We chose the initial list from aspects referenced in the GRI new standards, existing topics from previous CR reporting, issues identified for the technology industry by the Sustainability Accounting Standards Board, and issues that have arisen from discussions with various internal and external stakeholders.

b. An explanation of how the organization has implemented the Reporting Principles for defining report content:

    DXC Technology followed the GRI guidelines to undertake a four-step process in defining the report content, first identifying the aspects and other relevant topics and their boundaries. We prioritized these by assessing their significance, considering their economic, environmental, and social impacts to the company's activities and relationships; by determining whether these impacts occur within or outside of DXC; and by considering stakeholder concerns and DXC's business strategy. By using an assessment grid, we evaluated from a low, medium, and high perspective how each issue influenced the decisions made by our stakeholders to position these aspects on our matrix.

Disclosure 102-47: List of material topics

GRI 200: Economic Topics

201: Economic Performance

202: Market Presence

204: Procurement Practices

205: Anti-corruption

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GRI 300: Environmental Topics

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414: Supplier Social Assessment

418: Customer Privacy

Disclosure 102-48: Restatements of information

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf

Disclosure 102-49: Changes in reporting

This GRI report is our sixth report under the GRI guidelines. DXC is reporting a new baseline set for FY19, which has been verified to limited assurance status. This incorporates changes to DXC's business, including the acquisition of Luxoft and improved data quality standards.

This GRI report is also incorporating the United Nations Global Compact Communication on Progress requirements.

Disclosure 102-50: Reporting period: DXC's FY20 (April 1, 2019 to March 31, 2020)

Disclosure 102-51: Date of most recent report: November 2020

Disclosure 102-52: Reporting cycle: Annual

Disclosure 102-53: Contact point for questions regarding the report:

Richard Adamonis, Vice President, Corporate Communications, Global Marketing & Communications, radamonis@dxc.com

Disclosure 102-54: Claims of reporting in accordance with the GRI Standards: We have prepared this report in accordance with the GRI Standards: Core option.

Disclosure 102-55: GRI content index: See contents page

Disclosure 102-56: External assurance

DXC aligns its greenhouse gas (GHG) reporting to the requirements of the Greenhouse Gas Protocol, and the reporting is externally assured in accordance with ISO14064-3:2016. Limited Assurance has been provided by Lloyd's Register for FY19 re-baseline and FY20 greenhouse gas emissions.

DXC Technology has had its GHG data certified for the fourth year in a row, following the Lloyd's Register Quality Assurance (LRQA) Technical Review.

Please see the following assurance statement for the recent GHG verification exercise, dated June 26, 2020.

Assurance Statement related to the DXC Technology Services, LLC Greenhouse Gas Assertion on Operational Control Emissions for the Financial Year April 1, 2019 to March 31, 2020.

Terms of Engagement
This Assurance Statement has been prepared for DXC Technology Services LLC, 1775 Tysons Boulevard, Tysons, VA 22102, USA (hereafter referred to as "DXC").

Lloyd's Register Quality Assurance Ltd. (LRQA) was commissioned by DXC to assure the Greenhouse Gas (GHG) Emissions Inventory and GHG Assertion of DXC for Financial Year 2020 (FY2020) and the recalculated Financial Year 2019 (FY2019), based on operational control consolidation.

The Assertion relates to Scope 1, Scope 2 and Scope 3 (business air travel and personal vehicle usage for business) GHG emissions.

Management Responsibility
DXC's management was responsible for preparing the GHG Assertion and for maintaining effective internal controls over the data and information disclosed. LRQA's responsibility was to carry out an assurance engagement on the GHG Assertion in accordance with our contract with DXC.

Ultimately, the GHG Assertion has been approved by, and remains the responsibility of DXC.

LRQA's Approach
Our verification has been conducted in accordance with ISO 14064–3:2006, 'Specification with guidance for validation and verification of greenhouse gas assertions' to provide limited assurance that GHG data as presented in the GHG Assertion have been prepared in conformance with:
- World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (hereafter referred to as the GHG Protocol):
    - A Corporate Accounting and Reporting Standard.
    - Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
- DXC Global GHG Reporting Procedure (Version 3.1, 1 June 2020).

LRQA is accredited to ISO 14065:2013 – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition.

To form our conclusions, the assurance engagement was undertaken as a sampling exercise and covered the following activities:
- Verified the GHG emissions data and records at an aggregated level for FY2020 and FY2019 via the remote review of an evidence pack provided by the organisation.

Level of Assurance & Materiality
The opinion expressed in this Assurance Statement has been formed on the basis of a limited level of assurance and at a materiality of the professional judgment of the Verifier.

LRQA's Opinion
Based on LRQA's approach nothing has come to our attention that would cause us to believe that the Scope 1, Scope 2 and Scope 3 GHG emissions disclosed in the GHG Assertions, as summarised in Table 1 and 2 below, are not materially correct and that the Assertions have not been prepared in conformance with the GHG Protocol and the DXC Global GHG Reporting Procedure.

Points of information
- The organisation's GHG inventories do not include emissions of perfluorocarbons, sulphur hexafluoride and nitrogen fluoride as the organisation consider these to be irrelevant to their activities and thus represent immaterial omissions. This is a realistic assumption.
- The GHG emissions have been calculated using, where practicable, the Global Warming Potential factors from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report.

Paul Jackson   Issue date: 26 June, 2020
LR Lead Verifier
For and on behalf of Lloyd's Register Quality Assurance
1 Trinity Park, Bickenhill Lane, Birmingham, UK.

LRQA reference: LRQ00002107

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Lloyd's Register

Table 1. Summary of DXC GHG Emissions Inventory FY2020

Scope of GHG emissions	Source	Total tonnes CO2e
Scope 1	Natural gas	20,568
	Diesel	3,043
	Liquid Petroleum Gas & Kerosene	131
	Onsite Combined Heat and Power	0
	Fluorinated GHGs	10,949
	Fleet (vehicles)	6,732
	Micro-generation	n/a
	Subtotal	41,423
Scope 2	Location based	665,209
	Market based	465,607
	Heating/Cooling	3,541
	Subtotal (using location based data)	668,750
Scope 3	Air	64,143
	Personal vehicle usage for business	5,973
	Subtotal	70,116
	Total	780,289

Table 2. Summary of DXC GHG Emissions Inventory FY2019 (base-year recalculated)

Scope of GHG emissions	Source	Total tonnes CO2e
Scope 1	Natural gas	29,743
	Diesel	1,451
	Liquid Petroleum Gas & Kerosene	8
	Onsite Combined Heat and Power	0
	Fluorinated GHGs	11,784
	Fleet (vehicles)	27,236
	Micro-generation	n/a
	Subtotal	70,222
Scope 2	Location based	802,751
	Market based	606,410
	Heating/Cooling	3,429
	Subtotal (using location based data)	806,180
Scope 3	Air	100,774
	Personal vehicle usage for business	5,556
	Subtotal	106,331
	Total	982,733

GRI Economic Topics (GRI 200)

2.   GRI 201: Economic Performance

Disclosure 201-1: Direct economic value generated and distributed

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2020_Final.pdf

Disclosure 201-2: Financial implications and other risks and opportunities due to climate change

DXC Technology analyzes and manages risks associated with climate change in the same way we handle any other business risk: through our risk management processes at an enterprise and operational level. The risk management activities facilitate identification of risks, issues, and opportunities throughout the business. We capture such risks, assess them against applicable criteria, escalate them as appropriate, and manage them in a way that enables coordinated action.

We prioritize risks and opportunities according to their probability of occurrence and potential impact. On the basis of this assessment, we have found no substantive risks associated with climate change. DXC's Climate Risk report can be found here:
https://assets1.dxc.technology/investor_relations/downloads/DXC_Climate_Risk_Report.pdf

Disclosure 201-3: Defined benefit plan obligations and other retirement plans

This information is not available globally and varies by country.

Disclosure 201-4: Financial assistance received from government

The company is currently the beneficiary of State and Local incentives in New Orleans, LA (USA) related to its Digital Transformation Center located there; these incentives expire in various fiscal years through 2028.

3.   GRI 204: Procurement Practices

Management approach disclosures

Today, governments worldwide are challenged by increased citizen demand for service, combined with pressure to do more with less and to use electronic government channels to speed the delivery of services. These drivers — along with the growing need for government departments to function more securely and effectively — shape the reality facing governments at all levels.

DXC's primary objective is to enable governments to focus on their core missions and become more agile. Frequently, this goal is achieved in collaboration with small businesses. DXC engages small businesses not only as a government contracting requirement but also in the spirit of good citizenship and growing the global economy. The result is a win-win situation for all involved that adds value to our government customers with innovative solutions.

Disclosure 204-1: Proportion of spending on local suppliers

a.   Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally):

There has not been a change in the procurement methodology used, and therefore, the proportion of spend on local suppliers for FY20 remains consistent with FY19. DXC is currently reviewing the approach taken to ascertain local suppliers as part of an overall review to improve reporting for FY21.

FY19 proportion of spending on local suppliers

Region	Percentage
Americas	27%
UKI, Middle East & Africa	29%
Northern and Central Europe	18%
Asia	62%
Southern Europe	41%
Australia & New Zealand	22%

b. DXC Technology's geographic definition of "local":

The geographic definition of "local" includes the communities surrounding DXC operations, such as a region that includes multiple countries. A local DXC supplier is a company providing products or services to DXC based in the same geographic/regional market as are DXC operations.

For example, in the Americas region, DXC works with American suppliers whose founders are U.S. citizens and whose businesses are certified by a third-party as small or minority-, woman-, or veteran-owned, delivering "country-based" procurements and yielding U.S.-based purchases from U.S.-based suppliers for DXC.

For another example, in the UK and Ireland region, DXC works with small and medium enterprises. These companies are owned and managed by their respective citizens and meet the UK and Ireland's criteria for a small or medium enterprise, providing "in-country" products or services to DXC's UK and Ireland region.

c. The definition used for "significant locations of operation":

DXC Technology defines "significant locations of operation" as operations (offices) where DXC does business in support of our customers. With employees in more than 70 countries, serving some 6,000 customers, DXC provides IT services and solutions to help customers transform. To effectively serve our customers, in addition to our extensive global partner network, we procure products or services from local suppliers to meet each customer's unique needs and technology preferences.

4. GRI 205: Anti-corruption

Management approach disclosures and practical actions associated with the United Nations Global Compact

DXC Technology has an anti-corruption program that includes continuous risk assessment activities to identify corruption risks and risk mitigation activities. DXC uses various factors in our risk assessment, including Corruption Perceptions Index (CPI) scores, size of business, number of third parties, type of business, and number of public sector customers.

DXC's Code of Business Conduct, company policy, and our "new DXC" values require DXC directors, officers, executives, employees, and representatives to disclose all known, apparent, or potential conflicts of interest to DXC as they arise. Conflict disclosures must be notified to line management and the Ethics and Compliance Office (E&C). Once they are disclosed, conflicts shall be evaluated and dispositioned in a timely manner. Agreements to eliminate, avoid, or otherwise mitigate conflicts of interest shall be well documented. In addition, all DXC employees in the top three layers of management, and others at the company's discretion, shall complete a conflicts of interest disclosure

and certification survey. Conflicts of interest are included in the DXC Code of Business Conduct and Code of Business Conduct training.

Anti-corruption training is included in the DXC Technology Annual Code of Business Conduct training that is required of employees. Additional training in anti-corruption is given to various employees and business partners in high-risk regions or holding certain roles within the organization. This additional targeted training is given throughout the year as needed and includes in-person training. DXC participates in various collective action activities including policies and procedures on anti-corruption, "Tone at the Top" messaging from senior management, a third-party due diligence program, various training opportunities both online and in-person, regular communications to employees on anti-corruption issues, and ongoing audit and monitoring activities to address our highest risks.

Our Business Conduct Policy on Anti-Bribery/Anti-Corruption, states that DXC will compete fairly for business solely on the merits of its competitive offerings. Employees are prohibited from bribing anyone to obtain, retain, or direct business, or to secure any other improper advantage. Neither DXC nor any of its associated persons, commercial intermediaries, or other third parties will make or be a party to any improper payments. Third-party commercial intermediaries will be engaged only with a written agreement and only after a satisfactory evaluation of a comprehensive, risk-based, independent due diligence inquiry regarding business integrity. DXC policy requires that all business development gift and/or hospitality expenditures be recorded accurately and completely in DXC's books and records, where no false, misleading, incomplete, inaccurate, or artificial entries are to be knowingly be made for any reason.

Disclosure 205-1: Operations assessed for risks related to corruption

DXC takes practical actions to assess risk in our operations, including risks related to corruption. DXC's Code of Business Conduct, company policy, and our "new DXC" values require DXC directors, officers, executives, employees, and representatives to disclose all known, apparent, or potential conflicts of interest to DXC as they arise. Conflict disclosures must be notified to line management and the Ethics and Compliance Office (E&C). Once they are disclosed, conflicts shall be evaluated and dispositioned in a timely manner. Agreements to eliminate, avoid, or otherwise mitigate conflicts of interest shall be well documented.

- DXC Technology ("DXC") competes vigorously and fairly for business solely on the merits of its competitive offerings. DXC shall not offer, promise, give or accept money or anything of value to or from government officials, political parties, or commercial-sector parties to improperly obtain or retain business, secure an improper advantage, or otherwise influence improper action.

- DXC complies with the U.S. Foreign Corrupt Practices Act ("FCPA") and the United Kingdom Bribery Act (UKBA). Beyond the transnational reach of the FCPA and UKBA, DXC also abides by the local anti-corruption statutes of other nations, almost all of which have some form of anti-bribery law to prohibit improper payments to government officials of any payment amount.

- DXC maintains policies and process controls for risk areas such as business amenities and contributions, use of third-parties, facilitation payments, and money laundering.

Disclosure 205-2: Communication and training about anti-corruption policies and procedures

All new DXC employees are required to complete the Code of Business Conduct (COBC) training. Annual COBC training has historically been assigned in the fourth quarter (January – March) of DXC's fiscal year. DXC chose to postpone annual COBC training in FY20 due to leadership changes and the pandemic situation. DXC resumed annual COBC training in November 2020 (DXC FY21).

Disclosure 205-3: Confirmed incidents of corruption and actions taken

It is the policy of DXC Technology to not share internal information on internal risk assessments, policy documents, communications, or internal investigations. DXC has a Code of Conduct available for public viewing at: https://assets1.dxc.technology/governance/downloads/DXC_Code_of_Conduct.pdf .

In addition, DXC's policy on anti-corruption is as follows: DXC has zero tolerance for bribery, kickbacks, and other improper payments. We are committed to succeeding on the merits of our competitive offerings and the value we bring to customers. For this reason, we do not make or take bribes or kickbacks to or from anyone to obtain, retain, or direct business, or to secure any other business advantage — nor does the company permit any other person or entity to do so on our behalf — at any time, in any public or private sector market, or in any circumstance.

5.   GRI 206: Anti-competitive Behavior

Management approach disclosures

As a large multinational corporation doing business in more than 70 countries, from time to time, DXC might be involved in various legal proceedings in the ordinary course of business. As a publicly traded company, we disclose any significant legal matters affecting the company in our corporate filings. During the reporting period for FY20, DXC has not had any legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. DXC has an Anti-Trust & Competition Compliance policy covering anti-competitive behavior, anti-trust and monopoly practices. DXC is committed to the principles of fair competition and the regulation of activities that would violate longstanding anti-trust protections. As such, DXC's policy requires compliance with the laws governing economic regulation and the preservation of a competitive and free enterprise system.

Disclosure 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly: Zero

Main outcomes of completed legal actions, including any decisions or judgments: None

GRI Environmental Topics (GRI 300)

Management approach disclosures for Energy and Emissions and practical actions associated with the United Nations Global Compact

a. As a globally leading IT services company, DXC Technology's most important environmental impacts relate to energy consumption and the associated gas emissions together with electronic waste. Inspired by the UN Sustainable Development Goals (SDGs) and other international frameworks, DXC is committed to responsible consumption and production as well as acting to reduce our climate change impacts (SDGs 7, 12, and 13). We also recognize our opportunity to help our customers increase efficiency and reduce their environmental impacts with next-generation solutions such as cloud computing, desktop virtualization and data center management. Increasingly, potential customers are interested in our environmental credentials and issue questionnaires asking us to report on specific aspects of our performance.

In addition, mitigating against increases in utility prices, carbon taxation and energy security of supply concerns strengthens the business case for environmental management. For hardware: Conflict minerals, increasing prices for components, and customer demands for circular economic practices is having a similar effect to reduce electronic waste.

b. DXC Technology has a global environmental strategy addressing these areas. In accordance with the Greenhouse Gas Protocol, a target base year of FY19 has been developed to allow DXC to report and demonstrate the environmental improvements that are being delivered. DXC has prepared a 3-year environmental plan (FY19– FY22) that set out targets, responsibilities, resources, progress, and actions for the period. The scope of our targets is our global operations:

• 20% absolute GHG emissions reduction (tCO2e) (target base year 2019)

• 12% absolute energy reduction (megawatt-hour [MWh]) (target base year 2019)

• Zero ITAD to landfill (percentage)

• 30% renewable electricity purchased or generated (megawatt-hours [MWh]) (target base year 2019)

• 15% absolute reduction in water consumption (megaliters [ML]) (target base year 2019)

• 15% absolute reduction in waste generated (metric tons [t]) (target base year 2019)

We review progress annually, with the CR Steering Committee of senior executives meeting three times a year to define the strategic direction and set policy for our environmental management program. Following a review of key performance data, we can modify our approach to better meet our targets. Senior regional executives drive global environmental priorities in their areas. Regional environmental specialists and coordinators support the global CR team in the day-to-day delivery of the strategy. The Committee, its membership, and structure are being reviewed in line with the "new DXC". Please note that all environmental data is FY20 data (April 2019 to March 2020).

6. GRI 301: Materials

Management approach disclosures for Materials – IT Asset Disposal

Through the services that we provide, the main waste and resources impacts of the services will arise from the procurement, delivery, use and disposal of e-waste used primarily at offsite locations. While DXC is considered a technology service provider, hardware and infrastructure products will be procured and used as part of the services, composed mostly of desktop computer, laptop computers, printers,

monitors and servers. A circular economy approach applies to the reuse of equipment, scalability of the solutions and flexibility of the service, helping to reduce waste and IT equipment at end of life for our customers and for DXC.

Therefore, DXC has a duty of care to ensure the waste hierarchy is maintained. As part of DXC's Environmental Plan, a target for zero e-waste to landfill has been set, with a focus on the waste hierarchy.

After refurbishment, the products are reused either by repackaging and putting them into 'customer owned' stock for call off as required, selling them through popular auction websites or IT brokers, or donating them to charity. Through this approach, we are ensuring IT equipment is reused for a second life. A three-stage process operates:

- Promote refurbishment and redeployment of equipment where items meet the required specification, extending their life

- Where items are below the required specification, items will be sold on the market

- Only where the above options are not feasible, equipment is broken down and recycled

We use three global contractors to manage the collection and recycling of e-waste arising. They report that 34% of materials are recycled, 66% of the materials are resold, and less than 1% undergo disposal. Auditing of the waste management process takes place to verify the reporting. Our contractors provide innovative go-to-market solutions to implement reverse supply chain and to ensure the secure and environmentally compliant disposition of DXC's retired IT assets as well as the assets of DXC's customers.

6.1.   Disclosure 301-1: Materials Used by Weight or Volume

Not applicable

6.2.   Disclosure 301-2: Recycled Input Materials Used

Not applicable

6.3.   Disclosure 301-3: Reclaimed Products and Their Packaging

a.   Percentage of reclaimed products and their packaging materials for each product category:

The following table relates to IT assets that DXC owns or provides as part of the services delivered to customers, with the percentage of assets from data center services or workplace services. Items are primarily identified for resale – meaning they are refurbished and sold for a secondary use. In FY20, less than 1% of materials were sent to landfill.

Disposition of IT assets as a percentage of weight:

Disposition	Data Center Assets	Workplace Assets
Total	100%	100%
Resale	36%	79%
Recycle	64%	21%
Disposal	<1%	<1%

b.   How the data for this disclosure has been collected.

Data has been collated by each of the three main IT asset disposal providers for materials that are at the end of their operational life. Data has been validated and confirmed by asset category through a third party.

7.   GRI 302: Energy

Management approach disclosures for Energy

DXC Technology recognizes the contribution energy consumption from nonrenewable sources makes to climate change. We also understand that our customers are part of the international efforts to prevent climate change. Therefore, the actions that we take also benefit them. We align our approach to the latest standards and are inspired by the recently renewed SDGs, of which Goal 12, "Ensure sustainable consumption and production patterns," and Goal 13, "Take urgent action to combat climate change and its impacts," are particularly relevant. DXC had set a 12% reduction target for energy consumption by FY22, against the target base year FY19. Overall, DXC has made a very strong start, with a reduction of 10.66% in absolute energy consumption.

Practical actions taken to reduce energy across DXC's data center portfolio include the following:

- Certified renewable electricity procured for all UK data centers

- Ensuring that all global strategic data centers are certified to ISO 50001 energy management system

- Efficiently managing cooling distribution required for large-scale IT operations in accordance with ASHRAE TC 9.9 *Thermal Guidelines for Data Processing Environments*

- Monitoring PUE (power usage effectiveness) trending across the global data center portfolio

- Regularly conducting global management reviews with data center management team and facilities management contractors to ensure implementation of best practices in energy and airflow management. Projects include blanking panel and floor sealing, cold-aisle containment, increased temperature set-points, economization, and free-cooling

- The pandemic situation has highlighted the success of remote/home working while enabling continuity of service to customers, allowing DXC to refocus on the supporting office infrastructure and data center networks in place.

- As DXC continuously assesses its global data center and facilities operations, the company expects to achieve further significant reductions in energy and carbon emissions.

Practical actions taken to reduce energy across DXC's office portfolio include:

- Properly scheduling and fitting cooling/lighting to building occupancy

- Managing small IT spaces/server rooms in accordance with ASHRAE TC 9.9 *Thermal Guidelines for Data Processing Environments*

- Leveraging utility incentive and rebate programs to reduce the cost of infrastructure improvements

- Engaging employees through hub facility energy competitions

- In addition: Our strategic office portfolio will look to operate from environmentally accredited facilities where positive measures to reduce energy and environmental impacts have been taken

Describe whether the organization is subject to any country, regional, or industry regulations and policies for nergy. Provide examples of such regulations and policies:

DXC Technology is subject to various federal, state, local, and foreign government requirements relating to the protection of the environment. New legislation or regulations might result in increased costs

directly relating to our compliance. Various countries and regions down to the city level are increasing taxes and mandating regulations around fuel and energy. This aspect is particularly relevant to DXC, as energy costs contribute a large proportion of data center operational costs, and many customer deliverable services, in turn, are based on data center operations.

For example, the Energy Efficiency Directive (2012/27/EU) establishes a set of binding measures to help the EU reach its future energy targets. Under the directive, all EU countries are required to use energy more efficiently at all stages of the energy chain, from its production to its final consumption. Article 8 stipulates how large companies will make audits of their energy consumption to help them identify ways to reduce it.

The outputs of the audits are recommended cost-effective actions that will reduce energy. For DXC, these have included improving the setpoint temperatures and air management control of the server room. Standard office-based recommendations include upgrading conventional lighting to LEDs, and energy management training and awareness programs.

7.1.   Disclosure 302-1: Energy consumption within the organization

a. Total FY20 fuel consumption within the DXC organization from non-renewable sources, in joules or multiples, and including fuel types used:

Natural Gas. including onsite CHP	111,874 MWh
Oil	12,043 MWh
LPG	536 MWh
Microgeneration	1,587 MWh
Electricity	1,607,825 MWh
Heating/Cooling	19,452 MWh

b. Total fuel consumption within the DXC organization from renewable sources, in joules or multiples, and including fuel types used:

   508,542 MWh of electricity from renewable sources.

c. In joules, watt-hours, or multiples, the total:

   a. Electricity consumption: Above table – (302-1a)

   b. Heating consumption: Above table – (302-1a)

   c. Cooling consumption: Above table – (302-1a)

   d. Steam consumption: Above table – (302-1a): Heating/Cooling

d. In joules, watt-hours, or multiples, the total:

   a. Electricity sold: n/a

   b. Heating sold: n/a

   c. Cooling sold: n/a

   d. Steam sold: n/a

e.   Total energy consumption within the DXC organization, in joules or multiples:

1,753,317 MWh

f.   Standards, methodologies, assumptions, and/or calculation tools used:

We align our methodology to ISO 14064-3:2016 and the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting* Standard (Revised Edition). Sites over which we have operational control and are larger than 2,000 square meters in size are within the scope of reporting. Data is based on meter readings, actual bills and supply logs wherever possible. If these are not available, we might use estimation based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size.

g.   Source of the conversion factors used:

Natural gas conversion factor (cubic feet to kilowatt-hour [kWh]): multiply by 0.283 (Source: Defra; website is available at: https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2019

Distillate fuel oil number two (diesel, stationary source) conversion factor (liters to kWh): multiply by 10.63 (Source: Defra; website is available at: https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2019 .

7.2.   Disclosure 302-2: Energy consumption outside the organization

Energy consumption outside of the organization, in joules or multiples: None

7.3.   Disclosure 302-3: Energy intensity

- Energy intensity ratio for the organization: FY20: 89.45 MWh/ Revenue ($Millions)

- Organization-specific metric (the denominator) chosen to calculate the ratio: Revenue ($Millions)

- Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all: All Scope 1 and 2 emissions

- Whether the ratio uses energy consumption within the organization, outside of it, or both: Within the organization

7.4.   Disclosure 302-4: Reduction of energy consumption

Not applicable

7.5.   Disclosure 302-5: Reductions in energy requirements of products or services

Not applicable

7.6.   Data center management indicators (non-GRI)

a.   Percentage of electricity as percentage of total energy: 68.11% in FY20

b.   Renewable energy as percentage of total energy: 31.53% in FY20

c.   Results: DXC has achieved ISO 50001 Energy Management Standard across strategic data centers in FY20.

8.   GRI 303: Water and Effluents

Management approach disclosures for Water

DXC Technology uses water predominantly through its network of office facilities globally. Water consumption across data center facilities, used for cooling, has been removed where possible. As many of the facilities that DXC occupies are leased facilities, ownership of the water meters and readings from them are not under the control of DXC. As such, water is from mains water systems, and wastewater returns to the sewerage network.

Where DXC has direct responsibility for site water management, sites are analyzing how much water is being used, noting annual consumption and cost. We will ensure that we manage water as a resource so that it is used efficiently, and adverse impacts are eliminated or minimized. We will achieve this by implementing site maintenance water-saving techniques and educating our employees on the importance and practices of water efficiency.

DXC has been calculating the water consumed across its portfolio from a FY19 baseline as part of a 15% absolute consumption reduction target. The sites that are in scope are aligned with those within the greenhouse gas emissions portfolio. Data is collected from sites from meter readings or from invoices, where possible. Consumption is estimated from the other locations based upon the average consumption from these sites.

8.1.   Disclosure 303-1: Interactions with Water as a Shared Resource

Water is consumed as a resource procured from third-party water companies globally and provided via a mains water supply. The water is used by DXC as part of its day-to-day operations by the employees of the company – there is no material use of water for products or data center operations.

A 3-year target for water consumption reduction, as a percentage of total water consumed, has been set from a FY19 baseline to FY22. A target of 15% absolute reduction has been set, based upon reconciliation of the global portfolio and business following the significant merger that created DXC and also the implementation of water-saving initiatives.

There are no specific catchments where DXC causes significant water-related impact.

8.2.   Disclosure 303-2: Management of Water Discharge-Related Impacts

Not applicable

8.3.   Disclosure 303-3: Water Withdrawal

Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:

- **Surface water**; 0 megaliters

- **Groundwater**; 0 megaliters

- **Seawater**; 0 megaliters

- **Produced water**; 0 megaliters

- **Third-party water**; 2,421 megaliters from mains suppliers

8.4.   Disclosure 303-4: Water Discharge

Total water discharge from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:

- **Surface water**; 0 megaliters

- **Groundwater**; 0 megaliters

- **Seawater**; 0 megaliters

- **Produced water**; 0 megaliters

- **Third-party water**; 2,421 megaliters to sewerage network

No chemicals or substances of concern are contained within the discharged water and for which DXC requires any permits.

8.5.   Disclosure 303-5: Water Consumption

The reporting organization shall report the following information:

a.   Total water consumption from all areas in megaliters: 2,421 megaliters

b.   Total water consumption from all areas with water stress in megaliters: Not applicable

c.   Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact: Not applicable

9.   GRI 305: Emissions

9.1.   Disclosure 305-1: Direct (Scope 1) GHG emissions

a.   Scope 1 emissions: 41,423 tCO2e (please note: this figure includes emissions associated with fleet, refrigerants, and fire suppressants)

b.   Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all: CO2, CH4, N2O, HFCs

c.   Biogenic CO2 emissions in metric tons of CO2 equivalent: n/a

d.   Base year for the calculation, if applicable:

   DXC Technology's target base year is FY19, and we have set our second round of 3-year reduction targets between FY19 to FY22. Emissions in the base year were 70,222 tCO2e.

e.   Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source:

   Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report ([AR4] 100 year)

f.   Consolidation approach for emissions; whether equity share, financial control, or operational control:

   Operational control

g. Standards, methodologies, assumptions, and/or calculation tools used:

We align our reporting to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Lloyds Register provides Limited Assurance to our GHG inventory (FY18, FY19, and FY20 have been assured, but FY17 has not been assured.) Sites over which we have operational control are within the scope of reporting. We base data on meter readings, actual bills, and supply logs wherever possible. If these are not available, we might use estimation based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size.

9.2. Disclosure 305-2: Energy indirect (Scope 2) GHG emissions

a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent: Scope 2 emissions: 665,209 tCO_2e

b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent: Scope 2 market-based emissions: 465,607 tCO_2e

c. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all: CO_2, CH_4, N_2O

d. Base year for the calculation, if applicable: DXC Technology's target base year is FY19, and we have set our second round of 3-year reduction targets between FY19 to FY22. Emissions in the base year were 806,180 tCO_2e.

e. Source of the emission factors and the GWP rates used, or a reference to the GWP source: IPCC AR4 (100 year)

f. Consolidation approach for emissions; whether equity share, financial control, or operational control: Operational control

g. Standards, methodologies, assumptions, and/or calculation tools used:

We align our reporting to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Our GHG inventory is assured to ISO 14064-3:2016 by LRQA. Sites over which we have operational control are within the scope of reporting. We base data on meter readings, actual bills, and supply logs wherever possible. If these are not available, we might use estimation based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size.

For location-based Scope 2 emissions reporting, we convert kWh to CO_2e using the most appropriate factor for the country where the site is located. For countries where an official and up-to-date carbon factor is not available, we use International Energy Agency conversion factors.

9.3. Disclosure 305-3: Other indirect (Scope 3) GHG emissions

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent: Upstream: Business travel (air and personal vehicles): 70,116 tCO_2e

b. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3: CO_2, CH_4, N_2O

c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent: n/a

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation:

We do not collect data for indirect emissions relating to other upstream or downstream activities. We assess which categories to gather data on, based on their anticipated contribution to our Scope 3 emissions and the potential for reductions that could be influenced by DXC.

Note: As a services company, indirect emissions relating to the transportation and distribution of goods, and the life cycle of sold products, are less relevant for us.

e.   Base year for the calculation:

DXC Technology's target base year is FY19, and we have set our second round of 3-year reduction targets ibetween FY19 to FY22. Emissions in the base year were 106,331 tCO2e. The merger of CSC and HPE's Enterprise Services to form DXC required that we re-baseline our 2017 emissions to enable comparison on a like-for-like basis.

f.   Source of the emission factors and the GWP rates used, or a reference to the GWP source:

We applied 2019 Defra conversion factors 'Business Travel – Air with Radiative Forcing' to convert passenger km to CO2e.

g.   Standards, methodologies, assumptions, and/or calculation tools used:

We applied 2019 Defra conversion factors to passenger km obtained from our supplier, selected based on the distance (haulage) and class of travel.

9.4.   Disclosure 305-4: GHG emissions intensity

a.   GHG emissions intensity ratio for the organization: FY20 (including Fleet and F-gas emissions): 39.81 metric tons CO2e/Revenue ($ Millions)

b.   Organization-specific metric (the denominator) chosen to calculate the ratio: Revenue ($Millions)

c.   Types of GHG emissions included in the intensity ratio: All Scope 1 and 2 emissions, and business travel (air and personal expensed mileage) for Scope 3

d.   Gases included in the calculation: CO2, N2O, CH4

9.5.   Disclosure 305-5: Reduction of GHG emissions

Information unavailable, as savings cannot be easily differentiated between the energy reduction program and site consolidations at this stage.

9.6.   Disclosure 305-6: Emissions of ozone-depleting substances (ODS)

Not applicable

9.7.   Disclosure 305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other

a.   Significant air emissions in FY20, in kilograms or multiples, for each of the following:

- NOX: 32,260 kg

- SOX: 48 kg (SO2 only)

- Persistent organic pollutants: Not applicable.

- Volatile organic compounds: 1,561 kg

- Hazardous air pollutants: Not applicable

- Particulate matter (PM): 1,238kg (PM 2.5 and 10 combined)

b. Other standard categories of air emissions identified in relevant regulations: Not applicable

c. Source of the emission factors used: Road Transport Emission Factors: 2018 UK National Atmospheric

d. Standards, methodologies, assumptions, and/or calculation tools used: We used the Road Transport Emission Factors: 2018 UK National Atmospheric Emissions Inventory to calculate air emissions from fleet (diesel and petrol vehicles only) based on kilometers traveled.

10. GRI 306: Effluents and Waste

Management approach disclosures for e-Waste

DXC Technology's IT asset disposition is mostly composed of desktop computers, laptop computers, printers, monitors, and servers. Because of our IT services activities, this type of waste is our main waste concern, and we endeavor to be responsible when IT equipment nears the end of its functional life. DXC recognizes the potentially harmful environment and health effects of sending e-waste to landfill: We are committed to sending zero e-waste to landfill, in alignment with the UN SDG 12 of responsible consumption and production, a goal that we have achieved over the past 3 years.

We test used items to determine whether they can be reused, either within the company or by other organizations. We are ethically responsible for data security and ensure that no sensitive information is passed on when reselling IT hardware that contains hard drives. This approach ensures that DXC and our customers are protected from data breaches. We erase to government-approved standards the hard drives of all products we resell; we remove any identification of the previous user and fully inspect and test the device before resale.

We recycle items that are functionally obsolete or beyond repair to extract resources such as rare earth metals via certified contractors. Recycling of such materials for use in new items reduces the environmental impact of IT equipment manufacture.

DXC Technology employs global contractors within our ITAD management process, facilitating company-wide reporting and monitoring against our target of zero e-waste to landfill.

10.1. Disclosure 306-1: Water discharge by quality and destination

DXC Technology has made efforts to reduce water consumption. In FY20, water consumption in the DXC portfolio was reduced by 10.85% to 2,420,724 cubic meters, exceeding our global reduction target of 10%. DXC has established a 3-year target between FY19-FY22 for absolute reduction in water consumption by 15%. Water consumption is associated with the office facilities and data center facilities. All operational facilities were included in the scope aligned with the waste and energy data collection. Because many of the facilities are leased, water usage information is limited. Estimates have been used to help understand the company's annual consumption

10.2.   Disclosure 306-2: Waste by type and disposal method

In FY20, DXC Technology generated 8,994 metric tons of solid waste across the global portfolio, with the following disposal method:

- Recycled – 48%

- Energy Recovery – 28%

- Landfill – 23%

In FY20, approximately 1,710 metric tons of IT asset materials were collected globally, via our contractors, and reused or recycled. 66% of equipment was suitable for resale, while 34% was beyond repair and therefore, recycled.

10.3.   Disclosure 306-3: Significant spills

Not applicable to DXC

10.4.   Disclosure 306-4: Transport of hazardous waste

Not applicable to DXC

10.5.   Disclosure 306-5: Water bodies affected by water discharges and/or runoff

Not applicable to DXC

11.   GRI 307: Environmental Compliance

Management approach disclosures

See previous GRI Environmental Topics (GRI 300).

11.1.   Disclosure 307-1: Non-compliance with environmental laws and regulations

In FY20, DXC demonstrated full compliance with environmental laws or regulations.

12.   GRI 308: Supplier Environmental Assessment

Management approach disclosures

At DXC Technology, we seek to work with suppliers who practice and promote the core values of inclusion and diversity, human rights, health and safety, and environmental sustainability that are critically important to us and to our customers and partners. We expect our suppliers to adhere to DXC's responsible business practices in areas such as screening for abuses including modern slavery and the use of child labor; complying with environmental, health, and safety regulations and industry best practices; and implementing rigorous programs to eliminate bribery and other illegal behavior.

DXC has integrated the evaluation of social and environmental criteria in our supply chain selection process and expects suppliers to share a commitment to sustainability in line with DXC's Responsible Supply Chain Principles. An addendum titled Responsible Supply Chain Principles is included in DXC's

global supplier contracts, and suppliers and associated subcontractors are expected to agree to it and adhere as it pertains to human rights, labor and corruption, and environmental management.

As part of our supplier management process, we ask suppliers that exceed a certain business volume with us to answer a supplier sustainability questionnaire, which covers how they respect internationally recognized human rights, labor and anti-corruption standards, diversity and environmental

sustainability, supplier diversity, and data security. Our screening to date has not identified major risks or significant negative impacts related to their social or environmental performance. In the event of major non-compliance with our standards, we would work with our suppliers and request corrective actions as necessary. We also use background checks at the early stages of our tender process.

As noted above, we continue to enhance our responsible supply chain efforts by including the Responsible Supply Chain Principles as an addendum to our master services agreements. The principles incorporate a wide range of social, labor, ethical, and environmental factors. To further strengthen accountability, we are training our supply chain professionals in understanding the importance of ethical, environmental, and human rights considerations in the supply chain.

Key links below:

https://www.dxc.technology/cr/ds/118945-csc_responsible_supply_chain_program

https://assets1.dxc.technology/cr/downloads/DXC_Supply_Chain_Principles_April_2017.pdf

12.1. Disclosure 308-1: New suppliers that were screened using environmental criteria

DXC conducts a Responsible Supply Chain survey biannually that includes environmental criteria. In FY19, suppliers who exceeded U.S. $10 million per annum, or who were identified as a particular risk, were evaluated. A total of 75 Tier 1 suppliers accounting for approximately 75% of global spend responded with any issues identified and their progress. The next survey is scheduled for FY21.

12.2. Disclosure 308-2: Negative environmental impacts in the supply chain

Detailed information is company confidential. We can confirm that as standard practice, supplier-related environental improvement actions are passed on to DXC's supply chain management to take forward as part of day-to-day working practice with our suppliers. Issues are to be closed out within 3 months.

GRI Social Topics (GRI 400)

13. GRI 401: Employment

Management approach disclosures

DXC Technology recognizes that economic and global pressures have presented unique challenges to our customers around the globe, and we constantly look for ways to increase the cost effectiveness of our business solution delivery. As it has for many companies, this process has involved some belt tightening on our part. However, it has also created a unique environment for us to adapt our approach and methods to focus on innovation and modernizing our customers' IT environments, in order to leverage cutting-edge solutions to gain competitive advantages in a tighter market. Attracting and retaining top talent is critical to our success in this rarefied space, and we have launched multiple initiatives to further improve our value proposition to our employees. DXC invests in building digital capability through new talent hiring and reskilling of our existing workforce.

13.1. Disclosure 401-1: New employee hires and employee turnover

Total number and rate of new employee hires during the reporting period, by age group, gender, and region:

FY20 Hires (April 1, 2019 – March 30, 2020)

Count

	30 and Under	51 and Over	31-50 Years Old	Grand Total
Americas	**1,864**	**1,312**	**2,849**	**6,025**
Female	759	501	1,141	2,401
Male	1,085	789	1,664	3,538
Unknown	20	22	44	86
Asia	**7,709**	**117**	**3,688**	**11,514**
Female	2,952	28	847	3,827
Male	4,755	89	2,839	7,683
Unknown	2		2	4
Australia and New Zealand	**366**	**160**	**589**	**1,115**
Female	117	35	134	286
Male	247	125	455	827
Unknown	2			2
Central and Northern Europe	**1,206**	**273**	**1,275**	**2,754**
Female	469	54	408	931
Male	734	219	864	1,817
Unknown	3		3	6
Southern Europe	**663**	**100**	**805**	**1,568**
Female	285	37	317	639
Male	377	63	487	927
Unknown	1		1	2

Count

	30 and Under	51 and Over	31-50 Years Old	Grand Total
UKI, Middle East & Africa	**759**	**279**	**955**	**1,993**
Female	214	51	227	492
Male	542	228	724	1,494
Unknown	3		4	7
Grand Total	**12,567**	**2,241**	**10,161**	**24,969**

Turnover during the reporting period, by age group, gender, and region:

Count

Row Labels	30 and Under	51 and Over	31-50 Years Old	Grand Total
Americas	**1,808**	**2,826**	**3,977**	**8,611**
Female	786	1,052	1,452	3,290
Male	1,009	1,770	2,502	5,281
Unknown	13	4	23	40
Asia	**7,976**	**163**	**6,832**	**14,971**
Female	3,221	26	1,616	4,863
Male	4,742	137	5,214	10,093
Unknown	13		2	15
Australia and New Zealand	**209**	**283**	**710**	**1,202**
Female	65	81	201	347
Male	141	196	506	843
Unknown	3	6	3	12
Central and Northern Europe	**910**	**343**	**1,432**	**2,685**
Female	393	81	540	1,014
Male	509	262	887	1,658
Unknown	8		5	13
Southern Europe	**472**	**232**	**854**	**1,558**
Female	175	51	308	534
Male	275	181	545	1,001
Unknown	22		1	23
UKI, Middle East & Africa	**497**	**722**	**1,016**	**2,235**
Female	145	196	264	605
Male	345	522	747	1,614
Unknown	7	4	5	16
Grand Total	**11,872**	**4,569**	**14,821**	**31,262**

FY20 12-Month Rolling Voluntary Attrition Rates by Region (April 1, 2019 – March 30, 2020):

% Exit Rate Voluntary

	Female	Male	Unknown	Grand Total

% Exit Rate Voluntary

Americas	18.5%	18.5%	19.0%	18.5%
Australia & NZ	13.7%	13.7%	13.4%	13.7%
Asia	25.7%	25.7%	25.7%	25.7%
NC Europe	13.4%	13.4%	12.8%	13.4%
S Europe	9.3%	9.3%	9.2%	9.3%
UK&I, Middle East and Africa	11.1%	11.1%	11.1%	11.1%
Grand Total	**19.2%**	**19.2%**	**19.1%**	**19.2%**

13.2. Disclosure 401-2: Benefits provided to full-time employees not provided to temporary/part-time employees

As a global organization, DXC has an Equal Opportunity Policy that guides our engagement in management practices, including compensation and benefits without unlawful discrimination. This policy extends to employees and applicants across our global geographies to the extent required by applicable laws. However, if any specific provision directly conflicts with applicable country law, regulation, or labor agreement, then the relevant country law, regulation, or labor agreement will supersede that section or provision.

13.3. Disclosure 401-3: Parental leave

This data varies on a country-by-country basis and is not available for DXC on a global scale at this point.

14. GRI 402: Labor Management Relations

Management approach disclosures and practical actions associated with the United Nations Global Compact

In compliance with DXC's Human Rights Statement, DXC respects the right to form and join trade unions and bargain collectively in accordance with the law. Our Human Rights Statement is available at: https://assets1.dxc.technology/cr/downloads/CP_1476a-20_Human_Rights_Statement_v3.pdf

In Europe, we have an established European Works Council (EWC) that meets four times per year — twice via conference calls and twice via face-to-face meetings. The EWC is competent for transnational topics (more information is available at: http://www.ewcdb.eu/company/455) .

DXC recognizes trade unions and consults with them on issues that affect the workforce. Our employee relations strategy includes early engagement with trade union representatives as part of new business activities, with a view to forming an effective working relationship. Collective bargaining between DXC and employee representatives relates to working conditions (e.g., remuneration).

14.1. Disclosure 402-1: Minimum notice periods regarding operational changes

Notice periods relating to significant operational changes are agreed on at a country/region level in agreement with HR, management, trade unions, employee representatives, or work councils, where applicable. We do not track this information centrally at a global level.

15. GRI 403: Occupational Health and Safety

Management approach disclosures

DXC Technology maintains a corporate global environment, health, and safety (EHS) management system that includes:

- An overarching EHS policy

- A planned EHS program, including global EHS objectives and targets as well as training resources for implementing programs within the organization at key locations worldwide

DXC seeks to ensure the mitigation and control of EHS risks to employees, customers, and our community as a key business principle. The objective of DXC's global EHS program is to provide governance, oversight, and direction for managing EHS risks posed by our organizational activities. We take a holistic approach, with our goal being to ensure a standard of excellence across our operations.

DXC maintains a certified EHS management system through LRQA. DXC holds certification for BS OHSAS 18001: 2007 Occupational Health & Safety Management System, moving toward ISO 45001 and ISO 14001: 2015 Environment Management System. Independent certification was extended to cover additional locations in five countries worldwide (Australia, Denmark, Spain, Sweden, and the UK).

DXC maintains EHS objectives, programs, and targets at both a global and country level to drive compliance to DXC's policy goals. We measure progress against identified key performance criteria, which include both lead and lag indicators and EHS initiatives implemented during the year. We report this information to DXC's global EHS management team and the senior leadership team.

The DXC global EHS initiative for FY20/21 has been impacted by the global pandemic (Covid-19), with audits and inspections being placed on hold until such a time where travel is resumed. The EHS organization has taken this opportunity to review and develop our skills and knowledge by reviewing our audit documentation and processes in preparedness for resuming audit functions at a later date.

Where appropriate, DXC attempts to influence our customers through EHS programs to ensure mutually beneficial CR program outcomes. DXC's EHS management system can therefore be extended to customer sites and related aspects with a customer site safety program established to ensure that DXC meets our legal and moral obligations toward both our employees and the customer. DXC's processes ensure that selected contractors who meet DXC's expectations in terms of EHS are permitted to provide services to our customers. This approach includes the involvement of the global supply chain and the use of sustainable procurement processes in addition to ensuring compliance with applicable country-specific legal requirements. DXC, through our global EHS management system and related policies, attempts to influence and assist our customers in driving strategies toward sustainable environmental practices and EHS programs.

DXC runs an employee assistance program to support employees with issues relating to work and family life. Key health issues for the business include stress, musculoskeletal/ergonomic issues, and cancers. As required, DXC sponsors internal as well as externally sourced programs to monitor employee health and well-being. We run these programs at global and country levels, and they include regular seasonal flu vaccination programs and employee health checks in some countries. Some DXC sites also run stress management sessions.

Each country develops its own programs to assist employees. For instance, DXC UK provides an employee assistance and well-being program called UNUM LifeWorks that provides employees with a personal counseling phone service staffed by professional consultants who provide practical solutions, information, and support on life, health, family, work, and finances. In addition, this service includes access to a website covering these topics, including health-related information to encourage our

employees to take care of themselves, keep fit, eat healthfully, get adequate rest, and understand and cope with diagnosed chronic conditions.

The DXC Asset Protection Team is made up of staff from the EHS and Security teams. Together, they have supported the organization with a Covid-19 Task Force reviewing "Covid-Secure" office planning and customer locations for the safety and security of DXC employees working across all locations.

15.1.   Disclosure 403-1: Workers representation in formal joint management–worker health and safety committees

DXC supports both formal and informal joint management-worker health and safety committees in the organization. Formal health and safety committee meetings, including workers and management, are held at the site level in some countries (where required by law), and site chairpersons then attend a health and safety meeting at the country level. Management is represented at both the site- and country-level meetings, with the chairperson being a worker representative.

EHS committee meetings are held at a global and regional level and include representatives from the DXC EHS Management team and DXC Facilities Management team. We review the Facilities Management reports, discuss EHS-identified hazards and associated risks, and take action to mitigate those risks for all regional/country locations.

The percentage of workers represented at these meetings is 100% for the countries present at the meetings, which is currently around 40 countries. However, the level of involvement in each country varies with the understanding of health and safety issues by workers in each country.

15.2.   Disclosure 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

Although types of injury rate reporting vary from country to country, DXC collects a set of global key performance indicators (KPIs) that we then present at the EHS committee meetings and discuss with DXC senior management representatives. The KPI information we collect includes:

- Number of incidents occurring in the period

- Regulatory or similar notices or other penalties or fines received by a country

- Number of EHS training sessions attended by employees

- Number of audits/inspections conducted at sites

- Number of health and safety meetings held

Open corrective actions

At a country level, the incident statistics collected varies depending on country requirements for reporting to customers and regulators. DXC does not currently collect all the information types in all countries as required by the disclosure. However, the following data/statistics are provided (in accordance with U.S. Occupational Safety & Health Administration [OSHA] reporting requirements); these statistics have been collated manually by DXC EHS for each region.

Lost workday case rate is the number of work-related injuries that result in time away from work per 100 employees working a full year. Rates are calculated using OSHA definitions for recordability around the

world and using OSHA calculation methodologies. The figures are based on employees working an average of 200,000 hours during a full year.

DXC FY20 Lost Workday Case Rate (April 1, 2019 – March 31, 2020)

	2019-20
Americas	1.32
Asia	0
Southern Europe	1.5
Central and Northern Europe	0
Australia and New Zealand	0.18
UKI, Middle East & Africa	0.07

Recordable incidence rate is the number of all work-related lost-time and no-lost-time cases requiring more than first aid per 100 employees working a full year. Rates are calculated using OSHA definitions for recordability around the world and using OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year.

DXC FY20 Recordable Incidence Rate (April 1, 2019 – March 31, 2020)

	2019-20
Americas	0.08
Asia	0.002
Southern Europe	0.12
Central and Northern Europe	0.014
Australia and New Zealand	0.17
UKI, Middle East & Africa	0.03

Additional FY20 EHS Data (April 1, 2019 – March 31, 2020)

	Total number of lost workday cases	Total number of DXC recordable cases	Number of employees	Total number of person hours worked
Americas	148	9	11,197	22,394.00
Asia	0	1	43,622	87,244.00
Southern Europe	169	13	11,273	22,546.00
Central and Northern Europe	0	2	13,742	27,484.00
Australia and New Zealand	0	7	4,065	8,130.00
UKI, Middle East & Africa	5	2	6,895	13,790.00
Global	**322**	**34**	**90,794**	**181,585.00**

15.3. Disclosure 403-3: Workers with high incidence or high risk of diseases

Typically, there are no high-risk activities performed or occupational illnesses relevant to DXC workers because the nature of our industry is provision of IT services and solutions. Although "stress" is considered a contributing factor to some cases of occupational injury, DXC has implemented a program to ensure that workers are entitled to raise concerns about stress-related conditions and seek assistance with counseling at no charge. We have also provided managers with mechanisms to identify and address stress-related conditions that are brought to their notice by their workers. We also have global programs to assist with Covid-19 mental health-related issues supported by local country mental health first aiders.

16. GRI 404: Training and Education

Management approach disclosures

DXC Technology views professional and technical development as a corporate responsibility — a strategic investment in our employees' capabilities and the company's ability to successfully lead customers on their digital transformation journeys. Through our global learning management system,

we offer thousands of learning programs as well as an outstanding career development system to help all employees reach their potential. Some of these learning programs have earned external awards. DXC – together with goFLUENT, our business language training partner – won a Bronze Human Capital Management (HCM) Excellence award in Brandon Hall's Spring 2020 program in the category of "Best Advance in Creating a Learning Strategy" for Accelerating Language Learning, at DXC Technology.

We support the belief that people learn best through a multifaceted development approach. A typical learning plan, for example, might include a blend of online courses, technology certifications, instructor-led classes, digital badges, online learning communities, special assignments and even full job changes. Employees add other facets of our learning environment, such as coaching & mentoring and leadership development, to create a robust approach to professional development.

DXC's Performance Management Framework incorporates a range of processes and actions that enable our employees to contribute to the organization's success. These include goal setting, regular feedback, and coaching, career development planning and ongoing performance discussions.

DXC empowers employees to take control of identifying and achieving their career goals through our formal development planning process. Our Career Development portal is a global resource that provides all employees with information and tools. This career portal enables employees to capture their aspirations and strengths and the development opportunities necessary to improve and build upon their skills, business acumen, and overall experience.

During FY20, we enhanced the four DXC Learning Academies in DXC University – IT, Sales, Leadership, and Business Skills – to continue to improve and contextualize learning for our employees. Employees use multimodal learning channels including mobile, tablet, and desktop and access various assets such as audio books, videos, and courses for learning anywhere, anytime. Virtual practice labs also enable our employees to interact and experiment with technology and solutions in low-risk, exploratory environments.

In FY20, DXC's Learning & Development communication strategy was transitioned to a region-led model to enable global programs to be positioned in the context of regional business strategies.

16.1. Disclosure 404-1: Average hours of training per year per employee

In FY20 DXC employees completed more than 1.8 million hours of non-compliance formal learning through instructor-led training, virtual instructor-led training, and web-based training within DXC University.

76% of DXC employees participated in this non-compliance formal training. In FY20, the average learning hours recorded an increase over FY19 at 11.9 hours of non-compliance formal training per employee, or 15.9 hours of training per participating employee.

Note: Additional learning not included in these figures includes all training completions from the DXC Partner Network, external training sources, or video and book accesses from the Skillsoft Skillport platform.

16.2. Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs

DXC Technology helps our customers across the entire Enterprise Technology Stack with differentiated industry solutions. We modernize IT, optimize data architectures, and make everything secure, scalable, and orchestrated across public, private, and hybrid clouds.

DXC invests in three key drivers of growth: People, customers, and operational execution.

Key training program highlights include the following:

- Improvement in global Day 1 – 90 DXC Onboarding Program: 36,400+ personalized checklists generated in the global Day 1 – 90 DXC Onboarding web app by 69,000+ unique visitors in 73 countries — resulting in an 82% new employee satisfaction rate. Also, 19,766 new employees completed DXC New Employee Orientation training (22% YoY completion rate improvement due to WBT and prescriptive rule) — resulting in an 86% course satisfaction rate

- Over 117,728 DXC employees have completed training programs through DXC University

- Over 51% increase in the total completed learning hours this fiscal year compared to last fiscal year

- Launched Knovio, a rapid content creating and hosting platform for SMEs, business, and authors to create and share content

- Improved learning analytics for better alignment with business, learning needs, and resourcing pipeline

- Implemented a Global Learning Needs Identification Tool to capture strategic competency development needs and gather operational and tactical training demand from the business across all topics

- Launched the Global Partner Network Training Voucher Request Tracking and Management Tool.

- Trained over 8,270 employees in Agile topics

- 10,327 employees acquired their DevOps Dojo White/Green/Yellow Belts

- 100,807 digital badges awarded, including from the Industrialized AI Open Badge Academy

- Open Source @ DXC course developed and rolled out 2,152 badges awarded 78,000+ employees took training

- Planned and rolled out 4 certification drives with DXC Partner Network (MS, VMware, AWS, Dell EMC)

- Over 3,875 employees attended training to increase their digital skills and certifications with DXC's Partner Network (AWS, Microsoft, Hitachi, Dell Technologies, Google, VMware, ServiceNow, IBM, Oracle, and SAP)

- Google partnership kicked off in July, 200+ employees certified in Google Cloud

- Ran Microsoft Azure Academy, 5,000+ employees trained and 1,007 employees certified

- Launched three onboarding workstreams and accredited trainers across each DXC Digital Transformation Center (DTC)

- Initiated cross-DTC collaboration network and DTC Agile network

- Trained 300+ campus graduates in Dot Net, Java full-stack and other technical programs

- Stood up AWS academies on 4 partner university campuses, certifying 100+ students in AWS Cloud Foundations

- 6,985 employees have invested 47,813 hours in training and completed 118,988 learning activities since the goFLUENT enterprise business language training program was launched on September 1, 2019

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Sales reskilling initiatives:

- Execution of DXC's SELL vision statement – "recognized by Sales as their value-add 'Information Brokers'" –yielded a substantial increase in the usage of DXC assets by Sales, from 2% usage in Q1 to EOY 81% usage

- Facilitated cohorts for Operations Leadership Foundations Program in Q2 and Q4

- Developed and facilitated Design Thinking primer workshops for over 1,000 participants

- Engaged with the OE&E team and Offering Solutions Architects in developing the DXC™ and Platform DXC™ Solutioning Curriculum

- Developed learning frameworks and strategic plans to support onboarding for five new logo accounts and functionalities

- Launched new Sales Competency Matrix/Self-Assessment

- Revised DXC Sales Academy (including technical training/next-gen skills)

Leadership reskilling initiatives:

- Facilitated Leadership Fundamentals training in EMEA region for 80 leaders

- Over 100 leaders completed the Aspiring Leaders self-paced offering; 96 leaders completed the Management Foundations online curriculum

- Eleven facilitators from the AMS, NCE, and SE regions became accredited in the Leadership Fundamentals offering to support demand for it

- Over 400 leaders from the AMS, NCE, SE, and India regions completed Leadership Fundamentals Part 1 (Days 1-2); an additional 84 leaders went on to complete the full 4-day offering

- Regional leadership programs were launched and delivered to over 1,000 leaders, addressing a range of critical digital leadership competencies

Technology reskilling initiatives:

- Over 31,128 cloud training courses were completed by employees. Over 7,930 partner cloud certifications were attained in AWS, Azure, Google Cloud Platform, VMware, Oracle Cloud, RedHat OpenShift, and Pivotal Cloud Foundry.

- Over 60,479 Agile, Scrum, and SAFe training courses were completed by employees. Over 3,219 Agile, Scrum, and SAFe certifications were attained.

- Over 1,297 ServiceNow certifications and over 1,246 Microsoft Dynamics certifications were attained

- Over 1,900 Azure certifications and over 220 Google Cloud certifications were attained.

- Over 3,875 employees attended training to increase their digital skills and certifications with DXC's Partner Network (AWS, Microsoft, Hitachi, Dell Technologies, Google, VMware, ServiceNow, IBM, Oracle, and SAP).

Regarding the management of career endings resulting from retirement or termination of employment: Transition assistance programs provided to support employees are country specific and are not globally published. Depending on the country, DXC may provide different support, such as (but not limited to) robust reskilling efforts for those intending to continue working, severance pay, job placement services, and employee assistance programs.

16.3. Disclosure 404-3: Percentage of employees receiving regular performance and career development reviews

The DXC Career Development Planning process – available to all "Employee Types" – provides employees with the opportunity to create an Individual Development Plan used as the basis for ongoing performance conversations with their manager.

The DXC Performance Management Process – includes Goal Setting, Career Development planning, Mid-year and Year-End Review, continuous feedback, and ongoing performance and career coaching between managers and employees. It is applied to all employees who are classified as "Employee Type – Regular Full-Time or Regular Part Time" (those employees required to have reviews per DXC policy).

In FY20, the mandatory People Manager goal required that managers meet regularly with their employees, per the DXC Performance policy. As a result, we saw a strong completion rate of 99% for year-end reviews.

In FY20, we focused on improving the quality and depth of reviews, streamlining processes around Career Development planning, to bring more objectivity into career, talent, and succession planning for the future. For FY21, we have initiated an Employee Engagement survey and are using the outcomes from that to further refine our performance, talent, and career processes.

17.   GRI 405: Diversity and Equal Opportunity

Management approach disclosures

The DXC Technology Global Diversity and Non-Discrimination Policy guides our engagement in management practices including, but not limited to, recruitment, selection, job assignment, subcontracting/procurement of goods and services, transfer, promotion/demotion, layoff, return from layoff, discipline including termination, training, education, tuition, social and recreational programs, compensation, and benefits without unlawful discrimination on the basis of and without regard to race, ethnicity, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, disability (physical or mental), age, protected veteran status or military service or affiliation, marital status, sexual orientation, gender identity and expression, protected genetic information, political affiliation, or any other basis prohibited by law.

The DXC Global Diversity and Non-Discrimination Policy states: "As allowable by law, this policy applies worldwide to all directors, officers, executives, employees, and representatives of DXC, its wholly-owned subsidiaries, and their affiliates. If any specific provision in this policy directly conflicts with applicable local law, local labor agreement, local collective bargaining agreement, or a local policy rolled out by DXC, the applicable local law, local labor agreement, local collective bargaining agreement, or local policy, as applicable, will supersede that section or provision, and the remainder of this policy will remain in effect."

DXC promotes an organizational culture that encourages ethical conduct and a commitment to compliance with DXC's Code of Business Conduct, with internal company policies, and with the law. All DXC employees shall observe and preserve DXC's core corporate values, make decisions and choices that are consistent with these values, and comply with applicable internal policies and the law in all places where DXC does or seeks to do business.

To learn more about DXC's commitment to a diverse and inclusive corporate culture, please see:

http://www.dxc.technology/about_us/ahp/97733-diversity_and_inclusion and

https://assets1.dxc.technology/cr/downloads/CP_1476a-20_Human_Rights_Statement_v3.pdf

17.1.   Disclosure 405-1: Diversity of governance bodies and employees

Percentage of individuals within the organization's governance bodies in each of the following diversity categories: (Gender, Age Group, Other indicators of diversity):

FY20 DXC Executive Leadership Diversity

Executive Leadership by Gender

Gender	Number	Gender %
Female	3	15.00%
Male	17	85.00%
Grand Total	**20**	**100.00%**

Executive Leadership by Age

Age Group	Number	%
31-50 Years Old	5	25.00%
51 and Over	15	75.00%
Grand Total	**20**	**100.00%**

Executive Leadership by Minority

Minority	Count
No identification (for minority status)	8
Asian (United States of America)	3
White – British (United Kingdom)	1
White (United States of America)	8
Grand Total	**20**

For the DXC Technology Board of Directors and other committees' composition, see here:

https://www.dxc.technology/investor_relations/ds/32534-management_and_board_of_directors

Percentage of employees per employee category in each of the following diversity categories:

Gender:

Gender	Count
Female	33.52%
Male	66.07%
Unknown	0.41%
Grand Total	**100.00%**

Age group: under 30 years old, 31 – 50 years old, 51 and over:

Age	Count
30 and Under	26.51%
31-50 Years Old	53.60%
51 and Over	19.89%
Grand Total	100.00%

Other indicators of diversity where relevant (such as minority or vulnerable groups): Not disclosed; global information unavailable at this time.

17.2. Disclosure 405-2: Ratio of basic salary and remuneration of women to men

We do not report the specific ratio, as that is DXC Technology confidential information.

18. GRI 406: Non-discrimination

Management approach disclosures

Same as GRI 405.

18.1. Disclosure 406-1: Incidents of discrimination and corrective actions taken

DXC Technology does not provide these metrics, as a result of sensitivity/company confidentiality considerations.

19. GRI 412: Human Rights Assessment

Management approach disclosures and practical actions associated with the United Nations Global Compact

DXC's Human Rights Statement is available at:
https://assets1.dxc.technology/cr/downloads/CP_1476a-20_Human_Rights_Statement_v3.pdf

19.1. Disclosure 412-1: Operations that have been subject to human rights reviews

DXC Technology is committed to the protection and advancement of human rights and to ensuring that our operations in communities around the world function with integrity. As a leading global IT services company, DXC attracts highly skilled and educated employees. Thus, human rights issues related to the exploitation of vulnerable groups (e.g., child labor, forced labor) are less likely to directly impact our workforce. Our main human rights-related focus areas are on promoting good practices through our large and diverse global supply chain and on supporting a diverse and inclusive corporate culture. We set out our human rights commitments in our Code of Business Conduct (https://assets1.dxc.technology/governance/downloads/DXC_Code_of_Conduct.pdf) and our Responsible Supply Chain Principles (https://assets1.dxc.technology/cr/downloads/DXC_Supply_Chain_Principles_April_2017.pdf).

We have incorporated specific questions on human rights, modern slavery, and human trafficking into our initial screening survey for suppliers and our CR screening survey for our largest direct suppliers by spend. When hiring new DXC employees and individual contractors, we check that they are legally eligible to work, undertake background checks and external referencing, and pass our security clearance.

Supply chain screening:

DXC delayed sending out the Responsible Supply Chain questionnaire in FY20/FY21 due to leadership changes and the pandemic situation. The last questionnaire was sent out to suppliers in FY19.

DXC is currently in the process of resuming the survey and will submit the questionnaire to approximately 100 suppliers, composed of a mix of:

1. Our largest suppliers by annual spend

2. Suppliers in UK and Australia

3. Suppliers in potentially higher risk industries

4. Randomly selected suppliers

Upon completion of the survey, we will identify any potential risks, based on our review of the suppliers' responses. DXC takes a zero-tolerance approach.

19.2. Disclosure 412-2: Employee training on human rights policies or procedures

Each year we strive to ensure that 100% of our in-scope DXC Technology population complete our Code of Business Conduct Training. This training includes a section on human rights. In FY20, more than 99% of DXC employees completed this training. We have also required the same training of 50,000 contractor personnel. Staff are able to report any ethical concerns, including human rights breaches, or modern slavery concerns, to management, the DXC Ethics and Compliance Office, or through the DXC SpeakUp program. An on-demand "Modern Slavery" training class is available through DXC University and is being added to the list of classes for DXC supply chain employees.

19.3. Disclosure 412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

Our global master services agreements and contracts include our Responsible Supply Chain Principles, which include specific reference to human rights and modern slavery/human trafficking. Our purchase order terms and conditions (POTAC) also include a modern slavery/human trafficking clause as well as a Responsible Supply Chain Principles clause.

20. GRI 413: Local Communities

Management approach disclosures

We invest in our communities locally and globally, working through our employees and local partners to create positive impact in the places we work, live, and do business. We have CR teams who work:

- In a decentralized way, locally within their own cities or regions on programs that are particularly culturally meaningful or aligned with the daily passions of employees in countless ways to strengthen their home communities.

- In a centralized way, through our DXC Foundation in the U.S. and the DXC India Foundation, this offers employees the ability to roll out our global programs in their local community, bringing global scale to our giving and to important work.

Engaging both locally and on a global level drives meaningful change and connects our employees with our giving worldwide.

The DXC Foundation is a registered 501(c)(3) charity in the U.S. that provides structure to our philanthropic activities, ensuring that our giving aligns with our mission and values. Foundation gifts align with established focus areas and are approved by the DXC Foundation board of directors. In addition to financial giving, the DXC Foundation provides opportunities for employees to participate in foundation programs as well as organize workplace volunteer efforts for the good of the community, employees, and company. The DXC India Foundation aims to improve the social mobility of underrepresented/underprivileged groups by collaborating with non-profit partners on fostering digital literacy and the learning of new skills, particularly in Science, Technology, Engineering and Mathematics (STEM). Our balanced, integrated approach enables the greatest impact in areas of major importance to DXC, including:

- **Education.** Fostering global literacy, with a focus on STEM learning for children from kindergarten to college age

- **Health and wellness.** Enhancing people's health and wellness at a local and global level, with a focus on veterans, people with disabilities, and challenges related to child hunger and poverty

- **Disaster relief.** Supporting emergency assistance to those in need, after a disaster or period of crisis or trauma

20.1. Disclosure 413-1: Operations with local community engagement, impact assessments, and development programs

DXC Technology does not complete social or environmental impact assessments (including gender impact assessments). However, as a company, we recognize there are challenges for overall attraction to studies in STEM education fields as well as for attracting women to this market. As a social investment in this space, our DXC Foundation runs global STEM education programs to help young students engage in STEM activities, with some initiatives and targets for underprivileged and underrepresented participants (girls, minorities, people with disabilities) (https://blogs.dxc.technology/2020/01/13/hackathon-seeks-to-highlight-stem-and-insurance-to-girls-and-young-women/).

For example, DXC employees constructed an IT school in Colombia to provide the indigenous Wayuu children in La Guajira with a two-classroom IT-school. (https://blogs.dxc.technology/2019/05/20/dxc-employee-volunteers-construct-it-school-in-colombia/).

In most of the countries where we operate, we run charity activities to serve the communities we do business in. For example, as noted earlier, during FY20, the DXC India Foundation contributed to 24 community development projects to improve communities across a range of focus areas including education, environment, upskilling and well-being. We estimate that more than 100,000 people have benefited from the community projects.

DXC strives to embed social value into our operations and has developed the successful Dandelion Program integrating neurodiverse individuals into the workplace. The program strives to support workforce diversity, allowing individuals to develop their technical expertise while providing a holistic employment experience that prepares them for future careers within the technology field.

For more information, please see the Community section of our CR web page, at https://www.dxc.technology/cr

20.2. Disclosure 413-2: Operations with significant actual and potential negative impacts on local communities

We believe that the significant potential negative impacts on local communities is zero.

21. GRI 414: Supplier Social Assessment

Management approach disclosures

At DXC Technology, we seek to work with suppliers who practice and promote the core values of inclusion and diversity, human rights, health and safety, and environmental sustainability that are critically important to us and to our customers and partners. We expect our suppliers to adhere to DXC's responsible business practices in areas such as screening for abuses including modern slavery and the use of child labor; complying with EHS regulations and industry best practices; and implementing rigorous programs to eliminate bribery and other illegal behavior.

We developed our DXC Human Rights Statement following the tenets of the UN Guiding Principles on Business and Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. Underscoring these key commitments, our Responsible Supply Chain Principles (https://assets1.dxc.technology/cr/downloads/DXC_Supply_Chain_Principles_April_2017.pdf) establish a set of clear, detailed standards for doing business with DXC across five areas:

- Human rights

- Labor

- Bribery and corruption

- Environment

- Equality, diversity and inclusion

We expect our suppliers to create processes and programs that align with our values. We consider adherence to our Responsible Supply Chain Principles when we select suppliers, and we reserve the right to monitor supplier processes and procedures against these principles as part of our ongoing Responsible Supply Chain Program. DXC expects our suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses, as defined by law or otherwise identified by international human rights organizations and conventions.

DXC is committed to minimizing the risk of all forms of forced labor and human trafficking within our business or supply chain. To this end, we have published a formal Human Rights Statement that sets out the steps we have taken to combat modern slavery and human trafficking at DXC and in supplier organizations.

Through our risk-based approach to eradicating these human rights abuses from our supply chain, we have incorporated specific questions on modern slavery and human trafficking into our screening survey for new suppliers, and our CR screening survey for our largest direct suppliers by spend. When hiring new DXC employees and individual contractors, we check that they are legally eligible to work, undertake and pass background checks and external referencing, and ensure that they pass our security clearance. We are satisfied that these multiple checks allow us to identify victims of trafficking or slavery. More information about our Responsible Supply Chain Program is available at: https://www.dxc.technology/cr/ds/118945-csc_responsible_supply_chain_program

21.1. Disclosure 414-1: New suppliers that were screened using social criteria

New suppliers to DXC who are under contract must agree to the Responsible Supply Chain Principles. DXC has a defined new vendor-add process that includes a restricted parties list check, financial check, embargoed countries check, as well as sign off by the relevant supply chain manager. This is governed by the DXC Third-Party Risk Management Policy.

21.2. Disclosure 414-2: Negative social impacts in the supply chain and actions taken

We identified no suppliers as higher risk based on performance. No action plans were required in FY20, as we identified no actual performance issues relating to modern slavery and human trafficking.

22. GRI 418: Customer Privacy

Management approach disclosures

Privacy Imperative

Global privacy and information management represents an important area for multinational organizations that collect, process, and transfer all kinds of information, such as confidential employee, customer, and business partner data, including personal data as defined in the applicable data protection laws and regulations. As a global legislative trend, the regulatory climate for data privacy and protection continues to grow in scope and complexity — as do the financial, legal, and reputational costs of a potential data breach. There are no boundaries because customer privacy affects DXC Technology inside and outside of the organization, everywhere in the world. Legislation with an extra-territorial reach and customer contracts with a global scope require DXC to apply a holistic global approach to manage the privacy of customer data that is in DXC's custody in every jurisdiction globally. DXC is engaged in all aspects of customer data processing, whether data is stored onsite within customers' networks, hosted in DXC data centers, or processed on behalf of DXC by our subcontractors, group companies, and other strategic partners.

Managing Privacy

DXC's Global Privacy and Data Protection Office (PDPO) aims to uniformly and cohesively foster the protection of confidential information as well as comply with international regulations on data privacy and data transfer.

Implementation and maintenance of a global data privacy program is a strategic part of achieving consistent data protection across all DXC companies worldwide via standardized policies and privacy-aware employees. We designed DXC privacy and information security policies and procedures to

mitigate and minimize vulnerabilities including loss, misuse, unauthorized access, and unauthorized disclosure of confidential information, including personal data.

In this regard, comprehensive and strategic mitigation of the risks associated with a data breach is a top priority for DXC. Our approach includes an in-place crisis management plan to prepare for potential data breach incidents through a data breach response team triaging adequate defined and comprehensive investigation and notification protocols to ensure a coordinated, timely data breach response. This response includes management escalation and reporting actions as well as management of remediation efforts. If a breach occurs, DXC will duly report the incident to the relevant customers and authorities in accordance with contractual and legal requirements. To ensure that company, customer, and personal information is accessed only to meet business requirements, DXC provides employees with training on privacy and security matters.

Privacy Shield Framework

The invalidation of the EU-U.S. Privacy Shield Framework in July 2020 does not cause any material impact on DXC. Although DXC had been certified for compliance with the Privacy Shield Framework, DXC has used and maintains properly executed data transfer agreements, including the EU Standard Contractual Clauses, to legitimize all of our customer personal data transfers globally, including those that were necessary to conduct customer and company business between the U.S. and EU nations. These agreements continue in full force and effect today.

Policies and Commitments

DXC Technology has implemented and maintains a company-internal privacy policy as well as a publicly accessible enterprise online privacy notice to reflect the value DXC places on earning and maintaining the trust of our employees, customers, business partners, and others whose personal data or other confidential information is shared with us and to ensure our commitment and dedication to their privacy. DXC is committed to the lawful treatment and confidential handling of sensitive information, including personal data, and has adopted a set of global information management policies including privacy and data protection, security, system access, information classification, and other relevant policies governing the collection, use, disclosure, transfer, retention, and deletion of information.

DXC confirms that we will process personal data to which we have access in connection with our performance under any service agreement: (1) only on behalf of and for the benefit of the contractor; (2) in accordance with the service agreement and contractor's prior written instructions, if any; and (3) as otherwise required by all applicable data protection laws and regulations. DXC confirms that we will not process any personal data for any other purpose, absent specific written instructions from the contractor.

Security and Confidentiality

DXC has implemented a comprehensive suite of technical and organizational controls that enables DXC to comply with any requirements of any applicable data protection law regarding the collection, storage, use, transfer, security, or processing of personal data. This compliance might include the requirement for DXC to enter into a written agreement, such as data processing or data transfer agreements, to provide an adequate level of privacy protection. Across our global data security program, we use cybersecurity expertise to deter and mitigate threats, and we maintain ISO 27001 Information Security Management certifications at key delivery centers. To adequately address related compliance obligations and requirements, DXC has established a data privacy governance structure supported by an effective data privacy program.

DXC agrees that we will not disclose personal data to law enforcement unless required to do so by law. Where possible, DXC will attempt to redirect the law enforcement agency directly to the contractor or

promptly notify the contractor and provide a copy of the access request, unless legally prohibited from doing so.

Goals and Targets

DXC Technology strives for best-in-class data protection and privacy management, which requires a sound data privacy governance structure and an effective data privacy compliance and best practices program to ensure DXC meets ever-changing and increasingly complex regulatory standards and all contractually agreed privacy obligations.

Resources

With a global lead privacy officer based in the EU and a network of privacy professionals at the corporate and regional levels, DXC's global PDPO is a well-resourced and qualified strategic compliance function that operates under the authority of DXC's global Ethics and Compliance Office (E&C). PDPO is responsible and accountable for advising DXC's businesses on best practices in privacy compliance and to develop policies, procedures, training and risk assessment and monitoring programs that enable DXC to provide adequate levels of personal data protection for our customers, employees, and other relevant individuals in all geographies and jurisdictions around the world.

Grievance Mechanisms

DXC Technology is committed to resolving any complaints or disputes in relation to customer privacy and DXC's collection and use of personal information. PDPO is the single point of contact for addressing privacy-related matters assigned or reported to it by DXC employees at all organizational levels, customers, partners, and external providers, vendors, and subcontractors. Customers and individuals might also reach out to their national privacy authorities to ask for their support. DXC is committed to coordinating and collaborating with foreign regulators, including EU member state privacy authorities.

Specific actions, such as processes, projects, programs, and initiatives

PDPO aims to facilitate "privacy-by-design" principles in the engineering and implementation of systems and processes by DXC. Therefore, it is intended to govern customer and employee data protection policies and to influence system implementation standards; rulebooks; business processes; applications; web, product, and service developments; and technology roadmaps relating to the following PDPO privacy management areas:

- Governance and organization

- Data and risk assessment

- Inventory of applicable laws and regulations

- Policies and procedures

- Documented information security protocols

- Training and awareness programs

- Data transfer protocols

- Third-party compliance processes

- Data breach incident plan

- Ongoing auditing and monitoring

DXC conducts ongoing monitoring of our privacy obligations, including privacy impact assessments as well as privacy reviews of internal systems and processes used to process personal data. External

business partners, service providers, vendors, and suppliers are obliged to comply with DXC policies and applicable laws and are subject to compliance reviews accordingly.

Customers shall have the right to inspect, with reasonable notice and during normal business hours, DXC's business processes and practices that involve the processing of personal data in relation to the services being provided. Respectively, DXC agrees to provide the customer with reasonable documentation and information required for the customer to conduct its due diligence audit, including documentation regarding any relevant third-party audits performed on DXC's facilities or systems, and where applicable and available, an annual information security report. DXC agrees to correct any security deficiencies or vulnerabilities caused by DXC or our subcontractors affecting any data revealed by these audits to violate any applicable laws and regulations, at our own expense, within a timeframe mutually agreed to by the parties.

22.1. Disclosure 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

Any specific communication about complaints or breaches is deemed "client-confidential" information and cannot be disclosed under these circumstances.

DXC.technology

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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 deploy our 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.