



Environmental, Social and Governance

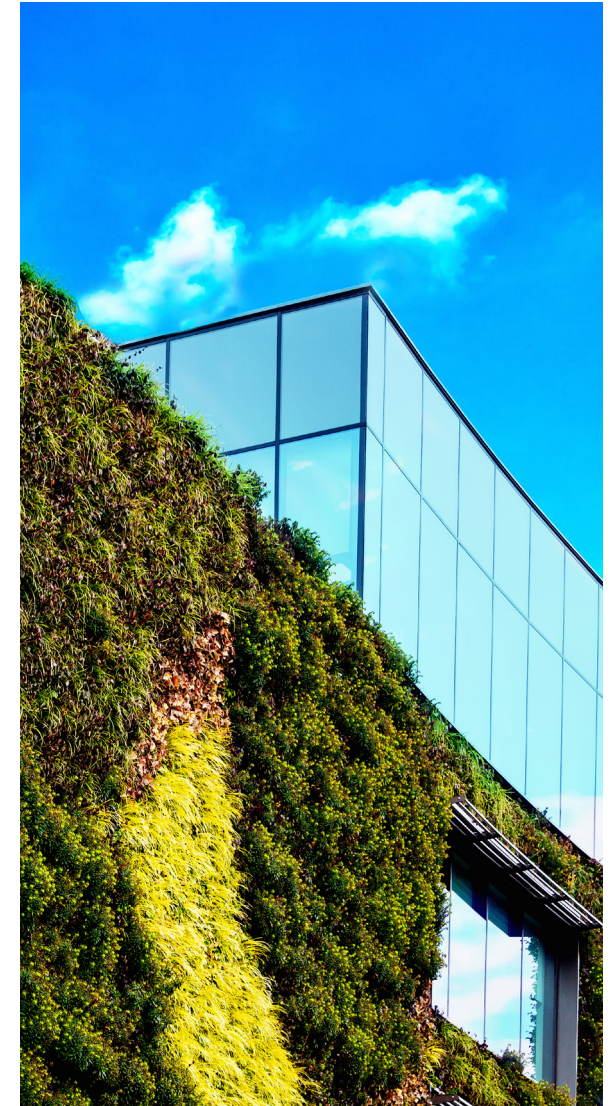
At a Glance



Environmental, social and governance

At DXC, we focus on our customers, people and the global communities in which we do business. As a responsible corporate citizen with a commitment to environmental sustainability, we set and exceed ambitious carbon-reduction goals, and work toward circular-economy processes and climate impact mitigation.

As a transformative leader, DXC strives to support our customers on their own corporate responsibility and sustainability journeys. Our active involvement in our communities produces more efficient and beneficial outcomes for our society — including carbon reduction, innovative technology solutions, youth and adult educational initiatives, and volunteerism across our global workforce.



Environmental and social achievements

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

- **UN SDG 3 (good health and well-being):** DXC runs an Employee Assistance Program to support employees with issues relating to work and family life. Through this program, practical information and confidential counseling on a variety of topics, including Covid support, are available to employees, their partners, and family members 24/7, 365 days a year at no cost to the employee.
- **UN SDG 4 (quality education):** A large majority (94%) of our people have completed training programs through DXC University. This demonstrates our investment in educational and training initiatives that help our people continually elevate their skills and create new career and growth opportunities.
- **UN SDG 5 (gender equality):** Gender equality and education are at the heart of our global business strategy. Women play crucial roles in DXC projects across the globe. Our DXC values and human rights policies focus on eliminating discrimination against all women and girls in our workplace, at home, and in our communities globally.
- **UN SDG 7 (affordable and clean energy):** DXC has increased our purchases of renewable energy backed by guarantees of origin (or country equivalent) to 33% of our total global energy consumption.

UN SDGs



- **UN SDG 8 (decent work and economic growth):** We have contributed to 24 community development projects in India focused on education, environment, upskilling and well-being. We estimate that these projects have benefited more than 100,000 people.
- **UN SDG 12 (responsible consumption and production):** We apply a circular economy approach to the re-use of IT equipment, scalability of solutions, flexibility of services and reduction of e-waste. We set a zero e-waste to landfill target, and are recycling or reusing 99% of this waste.
- **UN SDG 13 (climate action):** DXC has committed to set near-term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). The SBTi has approved DXC's near-term science-based emissions reduction target to reduce Scope 1 and 2 emissions by 65% by FY30 against our FY19 baseline. These targets are designed to align companies with a global warming trajectory of 1.5 °C in compliance with the Paris Agreement.



Recognitions

DXC is proud to be recognized for our commitment to environmental sustainability and social responsibility:

- DXC achieved a **top score of 100 in the 2023 Disability Equality Index** — Best Place to Work for Disability Inclusion, demonstrating our inclusive and accessible culture.
- DXC included on the 2023 **USA Today and Statista America's Climate Leaders** award list.
- DXC was awarded a **gold medal by EcoVadis in 2023** for our outstanding sustainability performance.
- In 2023, DXC received a **rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings** assessment.
- DXC was awarded gold medal by **Brandon Hall Group in 2023** for excellence in **Learning and Development**, and a silver medal for excellence in **Diversity, Equity, Inclusion**.
- DXC was awarded a 2022 **NOD Leading Disability Employer Seal**.
- DXC is committed to the **Science Based Targets initiative (SBTi)**.
- **Awarded Prime status by ISS ESG** to recognize DXC for fulfilling ambitious absolute performance requirements.
- DXC was ranked on *Newsweek's* **America's Most Responsible Companies 2022**.
- DXC wins **2022 Comparably Award for Best Global Culture, Award for Best CEOs for Diversity and Award for Best CEOs for Woman**.



Ethics

Operating ethically is a priority for DXC and our people. We also strive for complete transparency regarding our sustainability efforts, the environment, our people, our supply chain and the communities in which we operate. To find out more, view our key statements, policies, principles and certifications:

- [Code of Conduct](#)
- [Human Rights Statement](#)
- [Modern Slavery Statement](#)
- [Environmental Policy](#)
- [Health and Safety Policy](#)
- [Supply Chain Principles](#)
- [Certifications](#)



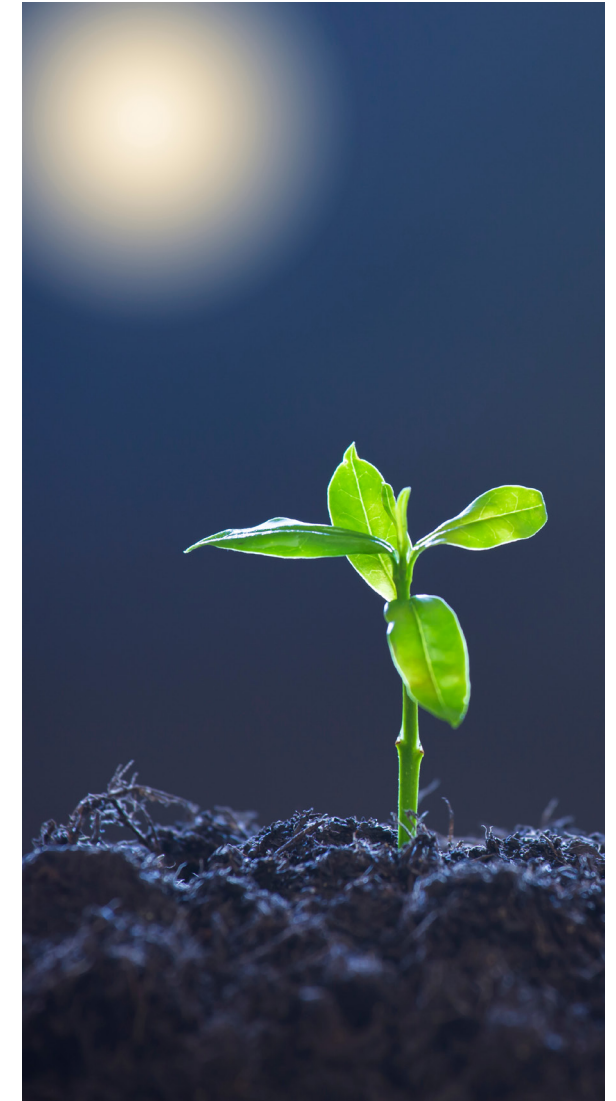
The environment

DXC's largest environmental impacts come from office and data center energy consumption, associated greenhouse gas emissions and IT asset disposal. We are implementing actions to reduce all three of these impacts. In addition, we help our customers increase their efficiency and reduce their environmental impacts. We do this with proprietary technology, such as DXC's Modernization Studio and DXC Platform X™, as well as next-generation solutions such as cloud computing, desktop virtualization and data center management.

Environmental targets and progress

DXC recognizes the impact climate change is having on our customers, our colleagues and our communities. We are contributing to positive change through our commitment to set near-term company-wide emission reductions in line with the SBTi.

To date, DXC has achieved a 58% reduction of Scope 1 and 2 emissions against our FY19 baseline, well ahead of our FY22 target of 20%, with reduced electricity consumption of 44% being a primary contributor. One third of our energy consumption is obtained from renewable sources, another significant contributor to our emissions reduction. We expect to continue this trajectory and have set a near-term target of 65% reduction in direct emissions by FY30.



Data center energy and environmental management

DXC data centers across Europe and Asia are certified to ISO 50001 and ISO 14001 standards, with robust energy and environmental management systems in place. DXC has achieved the ISO 50001 Energy Management Standard across strategic data centers in FY22. Governance for these systems is driven by DXC's Energy Management Policy and Environmental Policy, as well as by management practices embedded throughout our sites.

We use Power Usage Effectiveness (PUE) as a metric to track the energy performance of our data centers. PUE compares the total site electrical load with the electricity needed to run the IT equipment hosted at that site. It gives a measure of efficiency of all the supporting systems essential to keeping the data center running smoothly — including cooling and backup power provisions. A reduction in PUE means that less of the site's power is needed for supporting services, and more is used for the IT equipment itself.

We have several key projects in place to improve the energy performance of our data center portfolio. We're conducting detailed reviews of airflow across many sites, and we are fine-tuning the flow routes, containments and set points to maximize cooling efficiency. For example, at our data center in Maidstone, UK, we have a two-phase project underway to replace chilled-water cooling with a more modern, efficient and fully modulating direct expansion system.



Supporting our customers on their sustainability journeys

Alstom lays groundwork for more sustainable transportation

With demand for green transportation options growing, Alstom, maker of the world's first CO2-emission-free, hydrogen-based passenger train, aims to create a sustainable future for transportation. And Alstom is achieving its goals through a wide range of mobility products and modernized global IT operations. Learn more [here](#).



Energy firm powers growth and sustainability with new applications and Microsoft cloud services

With a mission of leading the global transition to renewable energy, Mainstream is focused on rapidly growing its business in an environmentally sustainable fashion — including transforming the company's IT infrastructure to align with business objectives and reduce its carbon footprint. Learn more [here](#).



HanseWerk helps customers improve energy efficiency with smart metering solution

HanseWerk, a utility owned by energy leader E.ON, provides electricity and gas services to municipalities, companies and private customers across northern Germany. As the European Union has established stringent environmental regulations focused on low-carbon growth and sustainability, HanseWerk has been at the forefront of developing efficient energy solutions. Learn more [here](#).



Bayernwerk AG: Shrinking the carbon footprint

Bayernwerk is a utility company that provides electricity, gas and water across southern Germany, and it has set high-priority targets for sustainability and environmental protection. To help Bayernwerk meet these goals, DXC worked with the utility to create an Energy Portal. This digital platform makes data highly accessible to administrators of the municipalities served by Bayernwerk. The Energy Portal also provides a single source for advanced analytics, which the utility's customers can use to shrink their carbon footprint and meet their green-energy goals. Learn more [here](#).



City of Brussels Taxation: Fighting air pollution

Belgium's capital city is cleaning its air with the help of a low-emission zone (LEZ), in which high-polluting vehicles are prohibited. DXC helps Brussels to enforce the rule with 200 strategically placed cameras equipped with image-recognition software. By connecting to a database of some 430,000 vehicles, this software recognizes any high-polluting vehicle that enters the LEZ. The system then sends this information to city tax officials, who decide whether the driver merits a fine of up to €350. Learn more [here](#).



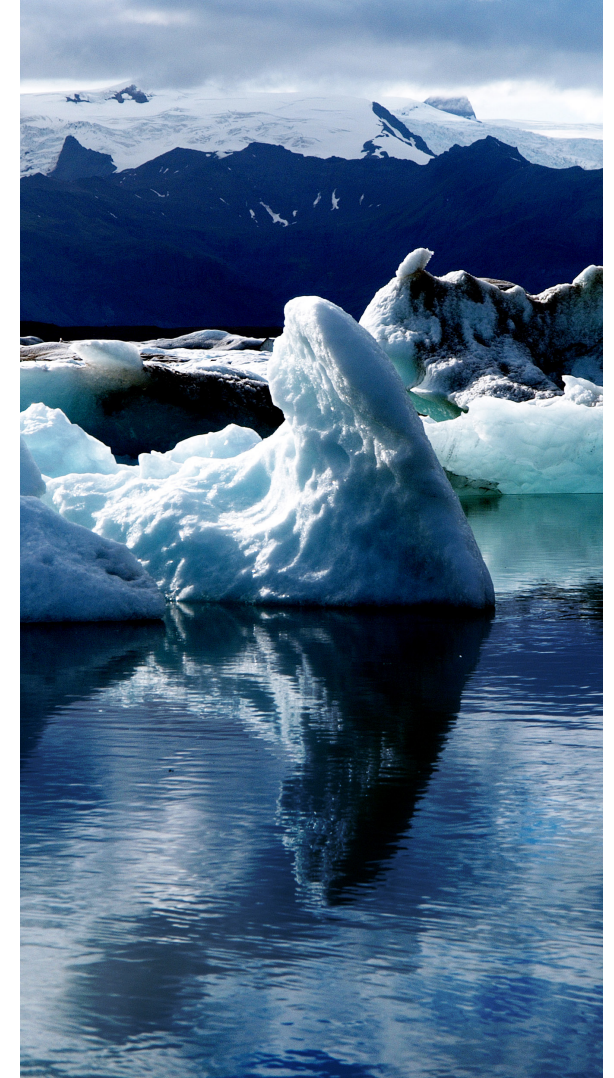
Climate risk

DXC integrates climate-related issues into company wide risk identification, assessment and management processes. Management of risks and opportunities is aligned to our [environmental targets](#) through our carbon and energy plan, which is incorporated into our [ISO 14001 and ISO 50001](#) standards and energy management strategy.

We have identified our key climate-change risks and have deemed them to be relatively low in the short term. In the longer term, we expect the impacts on our critical environment operations will be a medium-risk issue.

DXC is committed to set near-term company-wide emission reductions in line with the SBTi. This commitment reaffirms DXC's efforts to make a positive and meaningful contribution to reduce the ongoing threat of climate change.

Learn more from our [TCFD Report](#).



Social and people impact

At DXC, we inspire and take care of our people, our customers and the communities in which we operate. Here are a few of our [leading initiatives](#).

DXC Technology India, in collaboration with nine dedicated NGO partners, has executed eleven impactful projects, transforming the lives of over 840,000 individuals across the nation. The "Skilling Digitally Xcellent Communities" project trained 59,000 disenfranchised youths in Digital 101 and advanced IT skills, while the "Digital Resource Center" bridged the digital divide for 6,63,148 youths in rural areas. "Skill Development and Employability Training for Youths" empowered 4,525 individuals for the global service desk industry, and "Vocational Training" provided essential skills to 1,282 women and girls.

Other initiatives like Career Guidance, Inclusive Education, and Training & Employment for Transgenders collectively foster positive change and exclusivity, empowering marginalized communities for an equitable future. These activities support efforts to eradicate the conditions that allow modern slavery to continue.



DXC Dandelion Program

The DXC Dandelion Program is a flagship initiative that supports and celebrates the diversity of talent and skills of people on the autism spectrum. The program helps individuals build valuable skills to pursue careers in IT.

Over the last nine years the program has successfully established 17 teams across Australia, working within DXC's public and private sector customers, employing over 250 people on the autism spectrum. The program expanded into the UK in 2021, currently implementing a third team, Poland and Bulgaria in 2022/23 with future expansion plans for Asia, United States and other parts of Europe in 2023..

DXC has helped
over **250**
neurodiverse people
gain meaningful
employment with a
92% retention rate.

Over **273**
neurodiverse
individuals are in
DXC's talent pool.

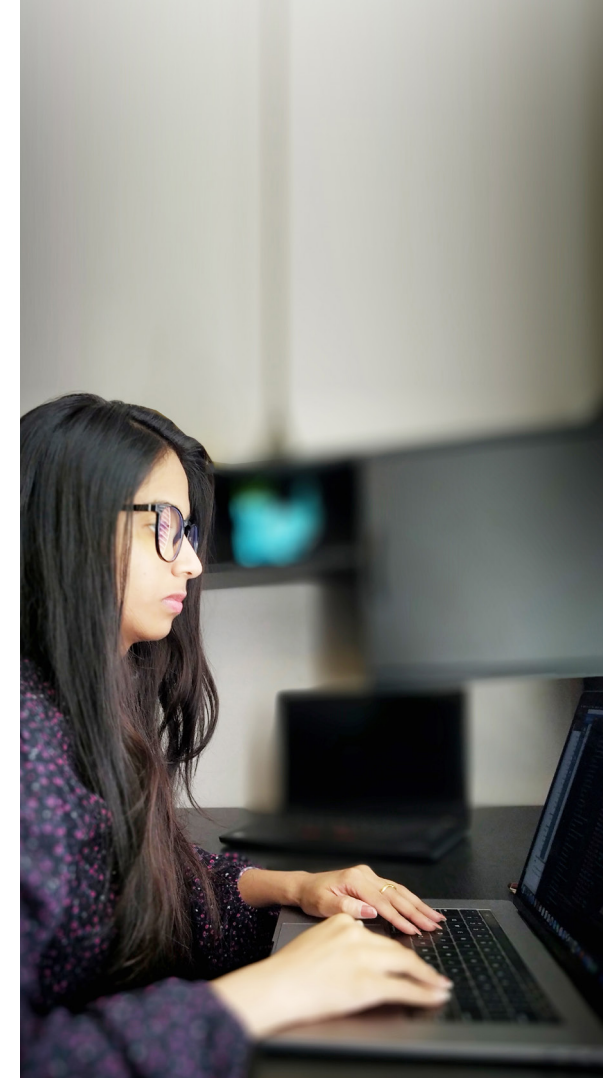


Career development

DXC views professional and technical development as a corporate responsibility. It's a strategic investment we make in our people as they deliver for our customers. Learn more [here](#).

Our integrated online DXC Learning platform has delivered **4,7** million learning hours to more than **132,000** of our people.

Our Technologist Reskilling program has helped more than **31,100** people at DXC complete advanced training in next-generation technologies and approaches, including Agile development, cloud and virtualization.





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