DXC Technology Ireland Gender Pay Gap

In 2021, the Irish government introduced gender pay gap reporting legislation, which - as of June 1, 2025 - requires any Irish employer with 50+ employees in any employing legal entity to publish a gender pay gap report under the **Gender Pay Gap Information Act 2021**. The method of reporting these statistics is set out by the relevant regulations.

Under the Gender Pay Gap Information Act 2021, DXC Technology Ireland is required to report on its gender pay gap across a range of metrics, with reports due five months after the snapshot date i.e. by November 2025. Once the new centralised Irish Government Gender Pay Reporting Portal is in place, all such reports will be available via the Portal.

The technology industry continues to show a gender pay gap greater than the average for all companies in Ireland. The industry is comprised of approximately 75% men, but the gender demographics within the industry are more balanced among lower-level roles as compared to those in management roles. This leads to a higher overall gender pay gap in this sector. DXC's workforce in terms of the percentage of male and female employees reflects the typical industry figures.

In 2024 the average gender pay gap in Ireland was 11.2%, while in the Technology sector in which we operate, aggregated reports put the estimated gap between 10-14%* with significant variations between individual companies.

As a company, we continue to welcome the focus that this legislation brings on the matter. At the same time, it is important to understand what the statistics mean.

The statistics that we publish give you a view of the gender pay balance within the organisation at a particular point in time. Please note that the data is backward-looking. The pay gap percentages measure the difference between the average earnings of all male and female employees, irrespective of their roles and experience.

DXC's Results: Snapshot Date 30 June 2025

Our summarised statistics, using our snapshot date of 30 June 2025, are outlined below, covering all DXC Technology Ireland employing companies combined.

Definitions to help you interpret the data are provided at the end of this report.

DXC's Gender Pay Gap:

Mean Gender Pay Gap	15%
Median Gender Pay Gap	18%

DXC Technology recognises its responsibility to hire, promote and nurture employees from all backgrounds. Analysis of our data clearly indicates that the gender pay gap at DXC is a consequence of most of our employees (76%) being male in accordance with the industry average, with a higher proportion of male employees in the company's senior level jobs. The company continues to address this imbalance.

Part Time Employees

Mean Gender Pay Gap	-8%
Median Gender Pay Gap	-21%

All Part Time Employees are employed in Global Entserv Solutions Ireland Limited.
75% of the group is female, resulting in a negative gender pay gap for this small population.

DXC's Gender Bonus Gap

Mean Gender Bonus Gap	97%
Median Gender Bonus Gap	34%

Proportion of each gender paid a Bonus and proportion of each gender paid a Benefit in Kind (BIK):
Note: The opportunity to receive benefits in kind is given to all employees in Ireland, but it's a choice that each employee makes whether to avail of them or not. For example, some employees may choose to opt out of the company funded private medical insurance benefit.

Employing Entity Name	BONUS		BIK	
	Female	Male	Female	Male
0237 CSC Computer Sciences Ireland Limited	0%	22%	100%	89%
IEEU Global EntServ Solutions Ireland Limited	39%	49%	88%	91%
IEES Global EntServ Solutions Galway Limited	32%	55%	100%	93%
DXC Consolidated	36%	49%	93%	91%

Quartiles:

We have divided the range of hourly pay values into four quartiles and show the percentage of Males (M) and Females (F) in each pay range quartile.

Entity Name	Q1%		Q2%		Q3%		Q4%	
	F%	M%	F%	M%	F%	M%	F%	M%
CSC Computer Sciences Ireland Ltd	0%	100%	33%	67%	0%	100%	0%	100%
IEEU Global EntServ Solutions Ireland Limited	16%	84%	13%	87%	26%	74%	32%	68%
IEES Global EntServ Solutions Galway Limited	15%	85%	48%	52%	38%	62%	19%	81%
DXC Technology Consolidated	15%	85%	26%	74%	30%	70%	26%	74%

How DXC is Managing Our Gender Pay Gap

We are committed to closing the gender pay gap and improving representation of women across all levels of the organisation, particularly in leadership roles.

Our approach is holistic, addressing every stage of the career journey, from attracting and selecting candidates to developing leaders and retaining talent.

As required under the Gender Pay Gap Information Act 2021, we have identified the primary reasons for our gender pay gap and the specific measures we are taking to eliminate or reduce these differences:

Primary Reasons for Gender Pay Gap:

- Higher proportion of male employees in senior, higher-paid roles

- Industry-wide underrepresentation of women in technology roles

- Historical recruitment patterns reflecting broader sectoral demographics

DXC Public

• Concentration of female employees in lower quartile positions

DXC's gender equity strategy is built on five core pillars designed to directly address these root causes:

Hiring and Promoting Women - we enhanced recruitment processes to remove barriers and ensure equity, introduced diverse interview panels, and refined job descriptions to eliminate bias. We relaunched our *Rise Up Leadership Programme* to accelerate advancement into underrepresented roles and expanded mentoring and returnship initiatives to support career growth and reintegration. These actions form part of our broader strategy to create an inclusive workplace where every individual can thrive.

Educating Employees and Leaders - we expanded our DEI Academy, providing employees and leaders with world-class resources on unconscious bias, allyship, inclusive leadership, psychological safety, and conscious inclusion. The Academy features curated content on women in leadership, supporting our global workforce in building skills that foster equity and belonging. These initiatives ensure our leaders and teams are equipped to create an environment where diversity thrives, and every voice is valued.

Sharing Women's Stories - we believe that storytelling is a powerful tool for change. In 2024, we celebrated International Women's Day and Women's History Month by amplifying the voices of women across our organisation. Through our Spotlight Stories video series and the Shine On! global workshop programme, employees shared personal journeys, insights, and advice to inspire others. These initiatives, alongside campaigns like #InspireInclusion, created spaces for authentic dialogue and highlighted the diverse experiences that shape our culture. By sharing these stories internally and externally, we continue to champion gender equity and foster a workplace where every voice matters.

Inclusive Policies and Benefits - we strive to create a workplace where every individual feels supported and valued. In 2024, we enhanced our benefits to reflect the diverse needs of our global workforce, including fertility and adoption support, gender-affirming healthcare, and flexible career-break programmes. We partnered with accessibility experts to improve inclusive design and introduced manager training on sensitive life events such as pregnancy loss. Our zero-tolerance policy on harassment and bullying reinforces a culture of respect and safety, while our intersectional approach ensures that inclusion extends across gender, ethnicity, disability, and LGBTQ+ communities. These initiatives reflect our commitment to equity and wellbeing for all employees.

Measuring Outcomes - transparency and accountability are central to DXC's commitment to gender equity. In 2024, we strengthened our measurement framework by setting ambitious, time-bound targets for representation and pay equity, monitored through quarterly reviews and continuous data analysis. Comprehensive gender pay gap audits were conducted across regions. Our progress is benchmarked against industry standards, ensuring alignment with best practices. These efforts, combined with initiatives like Rise Up and SheLeads, have contributed to measurable improvements in gender representation and pay parity, reinforcing our commitment to creating an equitable workplace.

Specific Measures and Targets:

• Quarterly monitoring of promotion rates by gender

• Annual pay equity audits across all roles and levels

• Enhanced flexible working policies to support career progression

• Structured mentorship programs specifically for women in technology roles

Definitions to help you understand the data:

- **Hourly Remuneration** refers to the difference in total earnings (pay) between men and women on a **mean** (average) and **median** (middle ranking) basis. "Pay" for this purpose includes base salary, allowances, shift premiums, overtime. and complies with regulatory definitions under the Gender Pay Gap Information Act 2021.
- **Part-Time Employee Hourly Remuneration** refers to the separate analysis required for part-time employees, showing the difference in total earnings between male and female part-time workers on both mean and median basis.
- **Bonus Recipients** sets out the proportion of men and of women who receive any form of bonus. Bonuses for this purpose includes stock options, as well as regular incentive bonuses such as ICP, AIP-CP etc.
- **Bonus Gap** refers to the gap between men and women on the value of all bonus items taken together.
- **The Lower Quartile (Q1)** sets out (in respect of the lowest paid quarter of our people by hourly remuneration) what percentage are men and what percentage are women.
- **The Upper Quartile (Q4)** sets out (in respect of the highest paid quarter of our people by hourly remuneration) what percentage are men and what percentage are women.
- The same logic applies to the lower middle quartile (Q2) and the upper middle quartile (Q3).
- **Benefits in Kind** sets out the percentage of our people who are in receipt of, or are entitled to receive, non-cash benefits of monetary value, for example, company paid private medical insurance. Note: The opportunity for benefits is given to all employees in Ireland, but it's a choice that each employee makes on whether to use them or not, for example, some employees may choose not to avail of the company funded private medical insurance benefit

Publication Note: This report will be published on our website. Future reports will be submitted through the Irish Government's centralized Gender Pay Reporting Portal, once operational, remaining accessible to all employees and the public for a minimum of three years as required by law.

* Independent aggregators (e.g., PayGap.ie) and consulting analyses indicate:

- **Technology sector average gap is estimated between 10–14%**, based on compiled reports from major tech employers (Intel, Analog Devices, Cisco, etc.).