

2026 DXC Benefits Summary

For U.S. employees residing in California and covered by the DXC Employee Welfare Benefit Plans

Health Plans

The health plans described here are available to U.S. employees residing in California and their eligible family members (e.g., spouse/domestic partner, children). Our health plans are offered through the Aon benefits marketplace, which allows you to select both the plan and the carrier. Carrier options may vary based on where you live (by ZIP code). Carriers in California may offer plans either as a PPO with in- and out-of-network coverage, or as an HMO or EPO with in-network benefits only. The following table compares in-network features of these plans.

Feature (in-network)	Bronze ¹	Bronze Plus ¹	Silver ¹	Gold I ²	Gold II ²	Gold II ²
Plan Type	PPO or HMO HDHP (HSA eligible)	PPO or HMO HDHP (HSA eligible)	PPO or HMO HDHP (HSA eligible)	Traditional PPO (FSA eligible)	HMO (FSA eligible)	Traditional PPO /HMO (FSA eligible)
Deductible (single/with dependents)	\$3,300/\$6,600 (embedded)	\$2,500/\$5,000 (\$4,950 for Health Net) ²	\$1,700/\$3,400 (\$3,300 for Health Net) ²	\$800/\$1,600 (embedded)	None	\$250/\$500 (embedded)
Coinsurance	75% covered	75% covered	75% covered	80% covered	70% covered	85% covered
Primary Care or Specialist	75% covered	75% covered	75% covered	\$25/\$40 copay	\$25/\$40 copay	\$25/\$40 copay
Emergency Room	75% covered	75% covered	75% covered	\$150 copay, then 80% covered	\$150 copay, then 70% covered	\$150 copay, then 85% covered
Hospital	75% covered	75% covered	75% covered	80% covered	70% covered	85% covered
Prescriptions (retail/mail)	Deductible applies	Deductible applies	Deductible applies	No deductible	No deductible	No deductible
Tier 1 (Lowest cost options)	75% covered	75% covered	75% covered	\$10/\$25 copay	\$10/\$25 copay	\$8/\$20 copay
Tier 2 (Medium cost options)	75% covered	75% covered	75% covered	\$40/\$100 copay	\$40/\$100 copay	\$30/\$75 copay
Tier 3 (Highest cost options)	75% covered	75% covered	75% covered	\$60/\$150 copay	\$60/\$150 copay	\$50/\$125 copay
Annual Maximum Out-of-Pocket³ (single/with dependents)	\$6,400/\$12,800 (embedded)	\$4,500/\$9,000 ²	\$4,250/\$8,500 ²	\$3,600/\$7,200 (embedded)	\$5,400/\$10,800 (embedded)	\$2,300/\$4,600 (embedded)

¹ Includes wellness program with incentives administered by Personify Health (formerly Virgin Pulse)

² Each carrier offers either the Gold I or Gold II plan in California; but not both

³ The deductible and annual out-of-pocket maximum for employees covering dependents are aggregate, which means that expenses from all covered plan members within a family are combined to reach these amounts/limits. However, if you elect a California-based carrier (e.g., Kaiser, Health Net), and cover one or more dependents, the deductible and out-of-pocket maximum terms will be different.

Healthy Behaviors Wellness Program

If you elect a DXC High Deductible Health Plan, i.e., the Bronze, Bronze Plus or Silver plan, you may participate in the Healthy Behaviors Wellness program and earn incentives for completing wellness-related activities. You can earn up to \$950 annually if you have employee only coverage, and up to \$1,500 for all other coverage levels. DXC will deposit incentives directly into your company-sponsored Health Savings Account (up to annual limits).

Activity	Employee Only Coverage	All Other Coverage Levels
Personal Health Screening	\$250	\$300
Personal Health Assessment (questionnaire)	\$70	\$70
Health Advisor Call	\$70	\$70
Program Participation (e.g., online programs, telephonic coaching, activity tracking)	\$560 (\$140 per quarter)	\$1,060 (\$265 per quarter)

Dental Plans

Dental plans are offered through the Aon benefits marketplace, which allows you to select both the plan and the carrier. Carrier options may vary based on where you live (by ZIP code). The following table compares in-network features of these plans.

Features	Bronze	Silver	Gold	Platinum
Deductible (Single/Family)	\$100/\$300	\$100/\$300	\$50/\$150	Dental HMO (DMHO) • In-network coverage only • Not available in all areas • Plan design varies by carrier
Annual Maximum Benefit (excluding orthodontia)	\$1,000 per covered life	\$1,500 per covered life	\$2,500 per covered life	
Lifetime Maximum for Orthodontia	Not covered	\$1,500	\$2,000	
Preventive Care	100% covered Deductible waived	100% covered Deductible waived	100% covered Deductible waived	
Minor Restorative (e.g., fillings, root canals, extractions)	80% covered After deductible	80% covered After deductible	80% covered After deductible	
Major Restorative (e.g., inlays, crowns, bridges, implants)	Not covered	60% covered After deductible	80% covered After deductible	
Orthodontia	Not covered	50% covered Deductible waived Only for children <19 years	50% covered Deductible waived	

Vision Plans

Vision is an optional employee-paid benefit. Vision plans are offered through the Aon benefits marketplace, which allows you to select both the plan and the carrier. Three plan options are available.

Benefits Administration

All benefits are administered by the DXC Benefits Center, managed by Businessolver. All medical, dental and vision plans are offered through the Aon benefits marketplace, a private online health insurance marketplace for large employers. It's a virtual marketplace where you can shop for and compare health insurance carriers, plans, and prices before purchasing what works best for you — resulting in more choice, personalization, and control.

Health Plan Contribution Rates

You receive a company credit that you can use to shop for medical and dental benefits on the Aon benefits marketplace. The amount of credit you receive is based on your geographic location, salary and coverage tier. Click [here](#) to get medical, dental and vision plan prices (**note:** prices shown in the pre-enrollment pricing modeler are net of the company credit). You need to have a password, which will be provided by your People & Culture Team (PCT) contact. Prices of all other benefits are available when you visit the enrollment site.

Your contributions for your elected health plan coverage will be taken from your gross salary through payroll deductions. These deductions will be taken before federal income taxes are calculated and before state income taxes are calculated (in states where legally permitted).

Tax-Favored Accounts

Several types of tax-favored accounts are available to benefits-eligible employees. These accounts allow you to set aside your money on a pre-tax basis to pay for qualified health, dependent care or commuting expenses. All tax-favored accounts are administered by MetLife. The rules governing tax-favored accounts are set by the IRS.

Health Savings Account (HSA)

An HSA allows you to set aside your money on a pre-tax basis to pay for qualified health expenses for yourself or your eligible dependents (see IRS Publication 969). If you have funds remaining at the end of the year, the balance rolls over, and the account is yours to keep. You can bring your account with you if you leave the company or retire. You can elect how much you want to contribute via payroll deduction at enrollment, but you can also change your contributions at any time during the year. You may only open an HSA if you enroll in a DXC-sponsored High Deductible

Health Plan (HDHP) and meet eligibility requirements set by the IRS. The IRS sets HSA annual contribution limits each year. These limits include any company contributions you earn through the wellness program. The IRS also allows catch-up contributions for HSA participants age 55 or older. The 2025 catch-up contribution is \$1,000.

2026 Total HSA Contribution Limit

Single	\$4,400	With Dependents	\$8,750
--------	---------	-----------------	---------

Flexible Spending Accounts (FSA)

There are two types of FSAs:

- A *Health FSA* lets you set aside your money on a pre-tax basis to reimburse yourself for qualified medical expenses that are not reimbursed through any health plan (e.g., medical, prescription drug, dental, vision). Your Health FSA will be general purpose if you are enrolled in the Gold or Platinum medical plan or waive company medical coverage. If you enroll in the Bronze, Bronze Plus, or Silver medical plan option AND enroll in an HSA, your Health FSA is "limited purpose" and can only be used to pay for eligible dental and vision expenses. The 2025 annual contribution limit for the DXC Health FSA is \$3,400.
- A *Dependent Care FSA* lets you set aside your money on a pre-tax basis to reimburse yourself for qualified dependent care expenses that are necessary to allow you and your spouse (if applicable) to work or look for work. The 2027 annual contribution limit for the Dependent Care FSA is \$3,750 if you file taxes separately, \$7,500 if you are a single parent or file taxes jointly.

Once you enroll in an FSA you cannot change your elections unless you have a qualified change in status (such as a birth or marriage) during the plan year.

Commuter Reimbursement Account

A Commuter Reimbursement Account allows you to set aside your money on a pre-tax basis to pay for qualified commuting expenses (see IRS Publication 15-B). The 2026 contribution limits are \$340 per month for public transit (e.g., trains, buses, ferries) and \$340 per month for parking near work.

Additional Benefits

Employee Life: The company provides Basic Life Insurance for employees equal to Base Annual Earnings. You may elect a \$50,000 option to avoid imputed income. You may purchase Supplemental Life Insurance options if you want more coverage.

Employee Accidental Death and Dismemberment (AD&D): The company provides Basic AD&D Insurance for employees equal to Base Annual Earnings. You may purchase Supplemental Life Insurance options if you want more coverage.

Dependent Life: This optional, post-tax employee-paid plan offers up to \$100,000 life insurance for your spouse and up to \$25,000 for your dependent children.

Whole Life with Long-Term Care: You can choose this voluntary option through MetLife during Benefits Annual Enrollment.

Disability Income Protection: The company offers optional Short- and Long-Term Disability plans that provide income protection in the event of your total disability. You must enroll in these plans to have coverage (except for Luxoft employees who are enrolled automatically).

Business Travel Accident: All employees are covered for accidental death or dismemberment while on authorized business travel.

DXC 401(k): In the DXC 401(k) retirement savings plan, you can contribute and invest up to 50% of your eligible compensation (base pay and commissions, subject to IRS limits) on a pre-tax and/or after-tax Roth basis through payroll deductions. DXC matches 50% of the first 6% of eligible compensation deferred on each paycheck. DXC's matching contribution is made on an annual basis. You are 100% vested in the company match after 1 year of service.

If you do not actively make a DXC deferral election on the Fidelity website within 60 days of your date of hire, you are automatically enrolled in the DXC 401(k). You can opt out by electing a zero-deferral percentage through Fidelity.

Vacation: The company offers a competitive vacation package.

Holidays: The company offers paid holidays throughout the year. The schedule is announced at the beginning of each year.

Sick Leave: You may accrue a maximum of 10 days of paid sick leave per year, but this could vary depending on your work site and/or contract. Any unused sick leave will be carried forward to the next year without any limit.

DXC LifeManagement Program & Other Life Services: DXC offers several programs to help you manage your personal life. The *DXC LifeManagement* program is a confidential service that is available within the United States 24 hours a day, 365 days a year. *Torchlight Caregiver and Parent Support Services* provides tools and resources to support your unique caregiver or parenting challenges. *Bright Horizons Enhanced Family Supports* program provides employees with resources including Access preferred *enrollment* and waived registration fees for ongoing care at Bright Horizons centers.

Other Optional Programs: DXC also offers voluntary benefits, including pet insurance, legal services, identity theft protection, and several supplemental health programs.

Military Reserve Training Allowance: The company pays the difference between your military and company salary for a maximum of 10 working days per year.

Credit Union: You and your family have access to the Lafayette Federal Credit Union and First Tech Federal Credit Union.

Employee Discount Programs: You can access discounts on shopping, entertainment, travel and services through the DXC LifeManagement program and DXC Perks At Work.

LEARN MORE AT [MYDXCBENEFITS.COM](https://mydxcbenefits.com).
NO PASSWORD IS REQUIRED!

This summarizes certain benefits offered to DXC Technology Company employees covered by the DXC Employee Welfare Benefit plans. A list of covered entities is available in the DXC Employee Benefits Guide and Summary Plan Description. If you are a represented employee, your contract agreement's terms and conditions apply, and your benefits could be different. If there is a discrepancy between the information displayed in this summary and the official plan documents, the official plan documents will govern. This summary is not intended to confer contractual rights of any kind upon any employee, or to create contractual obligations of any kind for DXC, its subsidiaries or affiliates. DXC may elect to maintain these benefits and policies indefinitely. However, for any reason it believes as necessary or appropriate DXC may, in its sole discretion and with or without notice, supplement, revise, amend, discontinue, or terminate its policies, procedures, practices, plans.