

## 2024 Benefits Summary

*For U.S. Employees residing in California, who are covered by the DXC Employee Welfare Benefit Plans*

### Health Plans

The health plans described here are available to employees and their eligible family members (e.g., spouse/domestic partner, children). DXC health plans are offered through the Aon Active Health Exchange™, which allows employees to select both the plan and the carrier. Carrier options may vary based on residence. 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. To learn more about available health plan options, visit the [myDXCbenefits](#) portal.

| Feature (in-network)   | Bronze <sup>1</sup>            | Bronze Plus <sup>1</sup>       | Silver <sup>1</sup>            | Gold I <sup>2</sup>            | Gold II <sup>2</sup>          | Gold II <sup>2</sup>                |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-------------------------------|-------------------------------------|
| <b>Plan Type</b>   | 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) |
| <b>Deductible (single/with dependents)</b>                               | \$3,300/\$6,600 (embedded)     | \$2,450/\$4,900 <sup>2</sup>   | \$1,600/\$3,200 <sup>2</sup>   | \$800/\$1,600 (embedded)       | None                          | \$250/\$500 (embedded)              |
| <b>Coinsurance</b>   | 75% covered                    | 75% covered                    | 75% covered                    | 75% covered                    | 70% covered                   | 85% covered                         |
| <b>Primary Care or Specialist</b>  | 75% covered                    | 75% covered                    | 75% covered                    | \$25/\$40 copay                | \$25/\$40 copay               | \$25/\$40 copay                     |
| <b>Emergency Room</b>  | 75% covered                    | 75% covered                    | 75% covered                    | \$150 copay, then 75% covered  | \$150 copay, then 70% covered | \$150 copay, then 85% covered       |
| <b>Hospital</b>  | 75% covered                    | 75% covered                    | 75% covered                    | 75% covered                    | 70% covered                   | 85% covered                         |
| <b>Prescriptions (retail/mail)</b>                                       | Deductible applies             | Deductible applies             | Deductible applies             | No deductible                  | No deductible                 | No deductible                       |
| <b>Tier 1 (Lowest cost options)</b>                                      | 75% covered                    | 75% covered                    | 75% covered                    | \$10/\$25 copay                | \$10/\$25 copay               | \$8/\$20 copay                      |
| <b>Tier 2 (Medium cost options)</b>                                      | 75% covered                    | 75% covered                    | 75% covered                    | \$40/\$100 copay               | \$40/\$100 copay              | \$30/\$75 copay                     |
| <b>Tier 3 (Highest cost options)</b>                                     | 75% covered                    | 75% covered                    | 75% covered                    | \$60/\$150 copay               | \$60/\$150 copay              | \$50/\$125 copay                    |
| <b>Annual Maximum Out-of-Pocket<sup>3</sup> (single/with dependents)</b> | \$6,400/\$12,800 (embedded)    | \$3,900/\$7,800 <sup>2</sup>   | \$3,800/\$7,600 <sup>2</sup>   | \$3,600/\$7,200 (embedded)     | \$5,400/\$10,800 (embedded)   | \$2,300/\$4,600 (embedded)          |

<sup>1</sup> Includes wellness program with incentives administered by Virgin Pulse

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

<sup>3</sup> 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 contribution 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 Active Health Exchange™, which allows employees to select both the plan and the carrier. Carrier options may vary based on residence. The following table compares in-network features of these plans. To learn more about available dental options, visit the [myDXCbenefits](#) portal.

| Features   | Bronze                            | Silver  | Gold                              | Platinum  |
|--|-----------------------------------|---|-----------------------------------|---|
| <b>Deductible (Single/Family)</b>  | \$100/\$300                       | \$100/\$300   | \$50/\$150                        | <b>Dental HMO (DHMO)</b><br>• In-network coverage only<br>• Not available in all areas<br>• Plan design varies by carrier |
| <b>Annual Maximum Benefit (excluding orthodontia)</b>                    | \$1,000 per covered life          | \$1,500 per covered life  | \$2,500 per covered life          |   |
| <b>Lifetime Maximum for Orthodontia</b>                                  | Not covered                       | \$1,500 per covered life  | \$2,000 per covered life          |   |
| <b>Preventive Care</b>   | 100% covered<br>Deductible waived | 100% covered<br>Deductible waived                               | 100% covered<br>Deductible waived |   |
| <b>Minor Restorative (e.g., fillings, root canals, extractions)</b>      | 75% covered<br>After deductible   | 75% covered<br>After deductible                                 | 75% covered<br>After deductible   |   |
| <b>Major Restorative (e.g., inlays, crowns, bridges, implants, etc.)</b> | Not covered                       | 60% covered<br>After deductible                                 | 75% covered<br>After deductible   |   |
| <b>Orthodontia</b>   | Not covered                       | 50% covered<br>Deductible waived<br>Only for children <19 years | 50% covered<br>Deductible waived  |   |

**Vision Plans**

Vision is an optional employee-paid benefit. Vision plans are offered through the Aon Active Health Exchange™, which allows employees to select both the plan and the carrier. Three plan options are available. To learn more about available vision options, visit the [myDXCbenefits](#) website.

**Benefits Administration & The Aon Active Health Exchange™**

All benefits are administered by the DXC Benefits Center, managed by Businessolver. In addition, all medical, dental and vision plans are offered through the Aon Active Health Exchange™, a private online health insurance marketplace for large employers. The Aon exchange is 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.

**Employee Health Plan Contribution Rates**

You will be provided with a company credit that you can use to shop for medical and dental benefits on the Aon Active Health Exchange™. The amount of credit you receive may vary based on your geographic location, salary and coverage tier. Click [here](#) to get medical, dental and vision plan prices (note: prices are shown in the pre-enrollment pricing modeler are net of the company credit). You will need to have a password, which will be provided by your human resources contact. Prices of all other benefits will be 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 might earn through the wellness program. The IRS also allows catch-up contributions for HSA participants age 55 or older. The 2024 catch-up contribution is \$1,000.

**2024 Total HSA Contribution Limit**

|        |         |                 |         |
|--------|---------|-----------------|---------|
| Single | \$4,150 | With Dependents | \$8,300 |
|--------|---------|-----------------|---------|

**Flexible Spending Accounts (FSA)**

There are two types of FSAs (See IRS Publication 969):

*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 I, Gold II 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 a 2024 HSA your Health FSA will be “limited purpose” and can only be used to pay for eligible dental and vision expenses. The 2024 annual contribution limit for a Health FSA is \$3,200.

*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 2024 annual contribution limit for the Dependent Care FSA is \$2,500 if you file taxes separately, \$5,000 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 2024 contribution limits are \$315 per month for public transit (e.g., trains, buses, ferries) and \$315 per month for parking near work.

## Other Benefits

**Employee Life:** The company provides employees Basic Life Insurance equal to Base Annual Earnings (BAE). You may elect a \$50,000 option to avoid imputed income. Employees may purchase Supplemental Life Insurance of 1x – 5x BAE.

**Employee Accidental Death and Dismemberment (AD&D):** The company provides employees Basic AD&D Insurance equal to BAE. Employees may purchase Supplemental AD&D Insurance of 1x – 5x BAE.

**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.

**Disability Income Protection:** The company offers optional Short- and Long- Term Disability plans that provide income protection in the event of your total disability.

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

**DXC 401(k):** You are eligible for the DXC 401(k) retirement savings plan, if you are at least 21 years of age. From 1% to 50% of your eligible compensation (base pay and commissions, subject to IRS limits) may be invested on a pre-tax and/or after-tax Roth payroll deduction basis in various investment options. DXC will match 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 will be automatically enrolled in the DXC 401(k). If you do not wish to participate or be automatically enrolled in the DXC, you must elect a zero-deferral percentage through Fidelity.

Benefits as of 1/1/2024

*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*

**Vacation:** The company offers a competitive vacation package.

**Holidays:** In addition to vacation, 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:** Membership in the Lafayette Federal Credit Union or First Tech Federal Credit Union is available to employees and their families.

**Employee Discount Programs:** Employees enjoy access to discounts on shopping, entertainment, travel and services through the DXC LifeManagement program, and through DXC Perks At Work

*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.*