

2024 Benefits Summary

For U.S. Employees residing in Hawaii 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, children). Health plans are offered through the Aon Active Health Exchange™. The following table compares in-network features of these plans. For more information visit the the [myDXCbenefits](#) portal.

Feature (in-network)	HMSA Gold	Kaiser Gold	HMSA Platinum	Kaiser Platinum
Plan Type	PPO	HMO (no out-of-network benefits)	PPO	HMO (no out-of-network benefits)
Deductible (single/with dependents)	\$200/\$600	\$200/\$400	None	None
Co-insurance	80% covered	80% covered	80% covered	90% covered
Primary Care or Specialist	\$12 copay	\$15 copay	\$12 copay	\$15 copay
Urgent Care	\$12 copay	\$15 copay	\$12 copay	\$15 copay
Emergency Room	80% covered	80% covered (deductible waived)	80% covered	\$75 copay
Inpatient Care	80% covered after deductible	90% covered	90% covered	\$75 copay per day
Annual Medical Out-of-Pocket Maximum (single/family)	\$2,200/\$6,600	\$2,200/\$4,400	\$2,500/\$7,500	\$2,500/\$7,500
Annual Prescription Drug Out-of-Pocket Maximum	\$3,000/\$7,200	Included in medical out-of-pocket maximum	\$3,000/\$5,700	Included in medical out-of-pocket maximum
Prescriptions (retail/90 days mail)	You pay . . .	You pay . . .	You pay . . .	You pay . . .
Tier 1 (Lowest cost options)	\$7/\$14	\$10/\$20	\$5/\$10	\$10/\$20
Tier 2 (Medium cost options)	\$35/\$70	\$35/\$70	\$30/\$60	\$35/\$70
Tier 3 (Highest cost options)	\$75/\$150	Not covered	\$70/\$140	Not covered

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. More information is available on the [myDXCbenefits](#) portal. 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 (DHMO) • 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, etc.)	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 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 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

The company offers several types of tax-favored accounts 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.

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). 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 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.

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 up to 10 work 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.

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 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.