



# **DXC Technology Matched Asset Plan**

Summary Plan Description

January 1, 2026



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# DXC Technology Matched Asset Plan

## Introduction

The DXC Technology Matched Asset Plan (the **"Plan"**) is the legal name of the 401(k) plan sponsored by DXC Technology Company (**"DXC"**). The Plan, which is also referred to as the **"DXC 401(k)"**, offers a way for eligible employees to save for retirement and prepare for a financially secure future. The Plan makes it easier for you to save with valuable tax advantages and convenient payroll deductions. This summary plan description (**"SPD"**) provides you with a better understanding of how the Plan works, including how and when benefits are paid.

The Plan is sponsored by DXC and maintained for the employees of DXC and the employees of certain participating employers (a list of participating employers is provided on page 33 and the term **"Employer"** as used throughout this SPD refers to DXC and all participating employers). The Plan is administered by the DXC Employee Benefits Fiduciary Committee (the **"Plan Administrator"**).

## Your SPD for the DXC 401(k)

This SPD provides you with important information required by the Employee Retirement Income Security Act of 1974 (**"ERISA"**) about the Plan. While ERISA does not require DXC to provide you with benefits, it does mandate that DXC clearly communicate to you how the Plan operates and what rights you have under the law regarding your Plan benefits. The U.S. Department of Labor requires DXC to routinely provide benefit plan summaries to Plan participants and beneficiaries. Please retain this information for your records.

Although this SPD advises Plan participants of their rights and obligations under the Plan, it does not contain every detail of the Plan. The official plan document for the Plan contains all the details of the Plan. While every attempt has been made to ensure that the information in this SPD is accurate, the Plan is governed by the plan document, not this SPD. Accordingly, if there is a conflict between the statements in this SPD and the official plan document, or if anything is not fully described in this SPD, the terms of the plan document will govern. A copy of the actual plan document is available upon request, at no charge, by contacting a Participant Services Representative via the DXC Wealth & Retirement Center at 877-839-2627.

**THIS DOCUMENT CONSTITUTES PART OF A PROSPECTUS COVERING  
SECURITIES THAT HAVE BEEN REGISTERED UNDER THE SECURITIES ACT OF  
1933**

For more information, please refer to the section entitled **"Information Provided Pursuant to Federal Securities Laws"** on page 38.



## Defined Terms

Following are important terms along with definitions to help you better understand the information covered within this SPD.

Term	Definition
<b>After-tax Contribution</b>	Contributions made to the Plan after federal state, and local income taxes were withheld. Beginning October 8, 2025, the Plan allows you to make after-tax contributions. These contributions should not be confused with Roth contributions. Any investment earnings on these contributions are taxable upon withdrawal from the Plan.
<b>After-tax Contribution Account</b>	The after-tax contribution account reflects amounts attributable to your after-tax contributions.
<b>After-tax Merged Account</b>	The after-tax merged account reflects amounts attributable to a participant's transfer contributions or plan-to-plan transfers of a participant's after-tax employee contribution account balances in connection with an acquisition or predecessor contract.
<b>Automatic Enrollment</b>	If you are an eligible employee who is not a member of a union and you do not make an election within 60 days of your hire date to either actively enroll in the Plan or decline automatic enrollment, you will be automatically enrolled in the Plan at a 3% pre-tax contribution rate and invested in a Target Date Fund based on your age and an assumed retirement date of 65.
<b>Automatic Enrollment Date</b>	The date of the first possible paycheck on or after the conclusion of the 60-day period after your eligibility date.
<b>Beneficiary</b>	A beneficiary is the person or entity you name to receive your vested Plan balance in the event of your death.
<b>Catch-up Contribution</b>	Additional pre-tax and/or Roth contributions that may be made annually to the Plan by eligible participants who are age 50 or older as of December 31 of the current calendar year. The Code limits the amount you can contribute annually on a catch-up basis. This limit is subject to change periodically.
<b>Catch-up Contribution Account</b>	The catch-up contribution account reflects amounts attributable to pre-tax contributions that have been designated as catch-up contributions.
<b>Code</b>	The Internal Revenue Code of 1986, as amended.
<b>Compensation</b>	Your contributions to the Plan are based on your Compensation, which includes the following types of pay:



	<p>base compensation; any compensation under a formal sales incentive plan other than a pre-sales incentive plan; any special pay provided to reservists in the United States military; sick pay; vacation pay; special pay paid to participants for qualified military service; pay in lieu of notice; pay under a paid time off allowance; jury pay; and amounts deducted pursuant to a participant’s authorization or by law as Plan contributions or under a plan that satisfies the requirements of Code Section 125 (i.e., cafeteria plans) or 132(f)(4) (i.e., qualified transportation fringe benefits). The following types of pay are excluded from the definition of “Compensation” under the Plan: overtime; bonuses; commissions; other types of pay and amounts received under or contributed by an Employer to any employee benefit plan; and amounts contributed to DXC’s executive deferred compensation plan.</p>
<b>Compensation Deferral Account</b>	The compensation deferral account reflects amounts attributable to your pre-tax contributions.
<b>Discretionary Employer Contribution Account</b>	The discretionary employer contribution account reflects amounts attributable to discretionary employer contributions.
<b>DXC</b>	DXC Technology Company
<b>DXC 401(k)</b>	The DXC Technology Matched Asset Plan
<b>DXC Stock Fund</b>	An investment fund that invests substantially all its assets in shares of DXC common stock except for a certain amount of uninvested cash to use for settling daily transactions.
<b>Employer</b>	The term “Employer” as used throughout this SPD refers to DXC and all Participating Employers.
<b>ERISA</b>	The Employee Retirement Income Security Act of 1974, as amended.
<b>Fidelity BrokerageLink</b>	For investors with special investment goals, this self-directed brokerage window gives you access to investment outside the Plan fund lineup and allows you to invest in many brand-name mutual funds offered through Fidelity’s self-directed brokerage window. Please note, however, that these funds are not monitored by DXC.
<b>Hardship Withdrawal</b>	Withdrawals of certain types of vested money are allowed only if you have a serious and immediate financial hardship that cannot be met by other resources and is limited to very specific circumstances.
<b>In-Plan Roth Conversion</b>	The process by which non-Roth contributions can be converted to Roth contributions within the Plan for purposes



	of paying taxes now on those contributions in order to take tax-free withdrawals at a later date.
<b>Legacy Contribution</b>	The Plan maintains certain legacy contributions related to the plans of certain unrelated employers that engaged in a business transaction with DXC or its affiliates, as well as certain legacy contributions from a prior plan sponsored by Computer Sciences Corporation, the former plan sponsor of the Plan.
<b>Plan</b>	The DXC Technology Matched Asset Plan
<b>Matching Contribution</b>	In general, DXC will match 50% of the first 6% of Compensation you contribute to the Plan on an annual basis. This includes any pre-tax and/or Roth contributions you make on a per-pay basis but does not include any catch-up contributions. Matching contributions are deposited annually for contributions made during the prior year. In general, participants are required to be employed by their respective Employer on December 31 in order to receive the annual contribution, which is deposited as soon as administratively practicable following the end of the year.
<b>Matching Contributions Account</b>	The matching contributions account reflects amounts attributable to matching contributions.
<b>Merged Account</b>	The merged account reflects amounts attributable to the merger of assets from other qualified retirement plans into the Plan in connection with an acquisition or predecessor contract.
<b>Participating Employer</b>	Affiliates and subsidiaries of DXC that have decided to participate in the Plan and offer the benefits described in this SPD to its eligible employees.
<b>Plan Administrator</b>	The Plan Administrator of the Plan is the DXC Technology Employee Benefits Fiduciary Committee.
<b>Plan Sponsor</b>	DXC is the legal plan sponsor of the Plan.
<b>Pre-tax Contribution</b>	Contributions made to the Plan that are deducted from your pay before federal (and, in most cases, state and local) income taxes are withheld. This lowers your taxable income and your current income tax liability. The Code limits the amount you may contribute annually to the Plan on a combined pre-tax and Roth basis. This limit is subject to change periodically.
<b>Retirement Account</b>	The retirement account reflects amounts attributable to amounts transferred from the Computer Sciences Corporation Employee Stock Purchase Plan that are attributable to employer contributions to such plan.



<b>Rollover Account</b>	The rollover account reflects cash amounts transferred to the Plan that are attributable to a permitted rollover from an account held in trust under another plan or IRA.
<b>Rollover Contribution</b>	A contribution you make to the Plan from a previous employer's tax-qualified plan (like another 401(k) plan), an annuity contract under Code Section 403(b), or certain IRAs.
<b>Roth Account</b>	The Roth account reflects amounts attributable to your Roth contributions and catch-up contributions designated as Roth catch-up contributions.
<b>Roth Contribution</b>	Contributions you make to the Plan that are taken from your pay after federal, state and local income taxes are withheld. This does not lower your taxable income or your current income tax liability. However, any associated investment earnings can later be distributed tax-free if it is a "qualified distribution." All Roth contributions can be withdrawn tax-free. The Code limits the amount you may contribute annually to the Plan on a combined pre-tax and Roth basis. This limit is subject to change periodically.
<b>Roth Qualified Distribution</b>	<p>To determine whether any investment earnings associated with Roth contributions or an In-Plan Roth Conversion can be withdrawn tax-free, a qualified distribution must meet both of the following conditions:</p> <p>Your Roth account has been in existence for at least five years. The five-year holding period begins with the first tax year during which you made a Roth contribution to the Plan or first converted your account to Roth via an In-Plan Roth Conversion and continues to run even if you stop making Roth contributions (if you roll over Roth contributions from another qualified plan, the five-year holding period began the date of the first contribution made to that prior plan); and</p> <p>Contributions (or conversions, as applicable) and earnings are not withdrawn until you reach age 59½, die or become disabled.</p>
<b>Roth Rollover Account</b>	The Roth rollover account reflects qualified Roth rollovers that are transferred to the Plan.
<b>SPD</b>	This Summary Plan Description, which provides you with important, summarizing information required by ERISA about the Plan.
<b>Target Date Funds</b>	A series of investment funds, each reflecting a date within its name that corresponds to an expected "target" year, when you expect to start withdrawing money from your account (normally your retirement date). Each target date fund is made up of a mix of underlying investments, which



	automatically adjusts over time to become more conservative as the target date approaches.
<b>True-up Contribution</b>	In general, to receive the maximum possible contribution under the Plan, a participant must contribute at least 6% of his or her Compensation continuously during all pay periods during the year. Because matching contributions are calculated on a per-pay basis, it is possible for participants to contribute at least 6% of Compensation during the year, but not earn the full matching contribution. In these circumstances, DXC will calculate and contribute a "true-up contribution" by taking into account a participant's aggregate contributions and Compensation during the full calendar year. True-up contributions, if any, will be determined by the Plan Administrator in its sole discretion.
<b>Unit</b>	A mechanism for determining your percentage of beneficial ownership in an investment fund.
<b>Vesting</b>	Your right or your designated beneficiary's right to receive your entire Plan account balance when your employment ends or when you reach age 59½. You're always 100% vested in the value of your contributions – whether pre-tax, Roth, or rollover – and any investment experience associated with these contributions. In general, you become 100% vested in the value of any matching contributions and any investment experience associated with these contributions after you have completed one year of service.

## Participating in the DXC 401(k)

The Plan is a defined contribution plan. This means the value of your account depends on the amount of contributions you make, plus Employer contributions (if any), and gains and losses based on your investment choices. The general guidelines for participating in the Plan are described in this section. However, the Plan contains many special rules, limits and other provisions applicable to certain groups of employees who have joined the Plan. These rules are described in the section entitled "**Special Rules for Certain Participant Groups**" on page 40. Be sure to review that section to confirm whether any special rules apply to you. If you are in one of the groups of employees described in that section, the provisions of this SPD are amended and superseded by the provisions applicable to you in that section.

### Eligibility

In general, you are eligible to participate in the Plan if you are:

- a regular full-time, part-time, temporary, or casual employee of an Employer;
- at least age 21;



- on a United States payroll, or are a U.S. citizen on any foreign payroll and subject to U.S. Social Security contributions; and
- not in an excluded category of employees (see below).

You are not eligible to participate in the Plan if you are:

- represented by a collective bargaining unit whose benefits have been the subject of good faith bargaining under a contract that does not specify that such person is eligible to participate in the Plan;
- a leased employee;
- classified as an independent contractor by the Employer without regard to whether your pay is reported on a Form W-2 or Form 1099;
- a non-resident alien who receives no earned income from an Employer which constitutes income from sources within the United States;
- an active participant in any other qualified defined contribution plan under which contributions are made on your behalf under a Code Section 401(k) cash or deferred arrangement sponsored by an Employer; or
- working for an Employer in the United States pursuant to the terms of a work visa who receives all of your base compensation from a non-United States payroll.

Additional excluded categories are described in the section entitled **"Special Rules for Certain Participant Groups"** on page 40. If you leave the employ of the Employer and, at a later time, become re-employed, you automatically become eligible again to participate in the Plan, provided you otherwise meet these eligibility requirements.

## Enrollment and Participation

If you meet the eligibility criteria above, you may enroll in the Plan on the first day of a payroll period by making a deferral election with an Employer, in which you:

- request to have a percentage of your Compensation (as defined below) deferred and contributed by the Employer on your behalf to the trust fund in which the assets of the Plan are held;
- agree to be bound by the terms of the Plan; and
- designate one or more of the investment funds into which your Plan contributions will be invested.

You may change the percentage of your Compensation deferred or revoke your deferral election during any pay period.

Please note that while you may be eligible to participate in the Plan, certain benefits, rights and features of the Plan may have their own eligibility criteria (such as Matching Contributions), which you must satisfy prior to receiving such benefits.

## NetBenefits and the DXC Wealth & Retirement Center



Upon becoming an eligible employee, you will be sent enrollment materials for the Plan and information on how you can access NetBenefits and the DXC Wealth & Retirement Center, which have numerous features and information that you will use as a Plan participant, including:

- enrollment;
- investment fund balances;
- vested account percentage;
- investment fund rates of return;
- current contribution deferral elections and/or change requests;
- current investment fund elections and/or change requests;
- information on loans, withdrawals and distributions;
- outstanding loan balances and payoff amounts;
- account statements;
- general tax information;
- various forms you can request; and
- information and/or availability to complete transactions with a Participant Services Representative (via the DXC Wealth & Retirement Center).

To access NetBenefits and the DXC Wealth & Retirement Center, you will need your password. Your password will be mailed to your home address. If you have an email address on record with NetBenefits, your password may be emailed to you. Once you have your password, using these tools is easy. Simply:

- visit NetBenefits at [www.netbenefits.com](http://www.netbenefits.com); or
- call the DXC Wealth & Retirement Center at (877) 839-2627.

NetBenefits and the DXC Wealth & Retirement Center are available 24 hours a day, 7 days a week. Participant representatives for the DXC Wealth & Retirement Center are available from 8 a.m. to 8 p.m. Eastern Time, Monday through Friday, except for New York Stock Exchange holidays.

## Automatic Enrollment

If you are an eligible employee who is not a member of a union and you do not make an election within 60 days of your hire date to either actively enroll in the Plan or decline automatic enrollment, you will be automatically enrolled in the Plan at a 3% pre-tax contribution rate and invested in a Target Date Fund based on your age and an assumed retirement date of 65. This automatic enrollment will become effective as of the first possible paycheck on or after the conclusion of the 60-day period after your eligibility date. That paycheck date is called the "**Automatic Enrollment Date.**" In addition, the contribution rate will be automatically increased annually by 1% on each anniversary of your Automatic Enrollment Date (and will be reflected in the first paycheck on or after such anniversary date), until it reaches 10%, unless an election is made to opt-out of this feature.



Eligible employees will also be subject to automatic enrollment after initial hire if they become eligible for the Plan because they (i) transfer from a non-eligible union position to an eligible non-union position, (ii) turn age 21, (iii) were employed by a DXC subsidiary that was not previously an Employer but became an Employer, (iv) transfer from the payroll of a DXC subsidiary that was not an Employer to the payroll of DXC or another Employer, or (v) change employment from DXC to an Employer or vice versa. For these situations, the date of first eligibility is treated as your “hire date” for purposes of starting the 60-day election clock described above.

Remember, if you do not wish to contribute to the Plan, you must cancel your enrollment. If you do not make an affirmative cancellation election within 60 days of becoming eligible to participate, you will remain automatically enrolled in the Plan. If so, you will not be able to take a distribution from the Plan until you have a distributable event under the terms of the Plan, but you can change your contribution percentage or your investment election at any time.

## **Beneficiaries**

A beneficiary is the person(s) you name to receive your vested Plan benefit in the event of your death. In general, you designate your beneficiary at the time you enroll in the Plan. Any person(s) may be designated as your beneficiaries. However, if you are married and wish to designate someone other than your spouse, or in addition to your spouse, as primary beneficiary, your spouse must provide written consent witnessed by a Plan representative or a notary public.

You can make changes to your beneficiary designation through NetBenefits or via the DXC Wealth & Retirement Center. Because community property and tax law consequences of your designations may be significant, you may want to consult a tax advisor before making a designation.

### **If You Are Legally Married at the Time of Your Death**

If you die while you are married and you have not designated a beneficiary, or if the Plan Administrator does not have a properly completed beneficiary designation form on file, your surviving spouse will be your beneficiary and your vested account (reduced by any security interest held by the Plan due to an outstanding loan) will be payable in full to your surviving spouse.

If you designate a beneficiary who is not your spouse, and on the date of your death you have a spouse, your designation will not be valid unless your spouse has consented or thereafter consents in writing to such designation, and such consent is witnessed by a Plan representative or a notary public. A spouse's consent will not be required if your spouse cannot be located or because of other circumstances under which your spouse's consent is not required in accordance with applicable Treasury or Department of Labor Regulations. The Plan Administrator has absolute discretion as to whether the consent of a spouse will be required.

### **If You Are Not Married at the Time of Your Death**

If you die and do not have a surviving spouse and (i) you did not designate a beneficiary, (ii) the Plan Administrator is unable to locate your designated beneficiary after



reasonable efforts have been made, (iii) your beneficiary designation is ineffective for any reason, (iv) the Plan Administrator does not have a properly completed beneficiary designation form on file, or (v) your beneficiary is already deceased and you did not designate a successor beneficiary, then your estate will be your beneficiary and your vested account (reduced by any security interest held by the Plan due to an outstanding loan) will be payable in full to your estate within one year after your death.

## **Disputes and Payments to a Minor**

If the Plan Administrator believes that the Plan may be subject to conflicting claims to a distribution to be made upon a participant's death, the Plan Administrator may take steps to resolve the conflict as it deems appropriate and need not authorize payment prior to such resolution. If your beneficiary or alternate payee under the Plan is a minor, or if the Plan Administrator reasonably believes that any payee cannot legally give a valid receipt and discharge for the payment, the Plan Administrator can make the payment to the person (or persons or institution) whom it reasonably believes is caring for or supporting the payee, unless the Plan Administrator receives a request for the payment from the payee's duly appointed guardian or conservator.

## **When Participation Ends**

In general, your participation in the Plan and your deferral election will automatically terminate if you leave the employ of your Employer for any reason or otherwise cease to be eligible to participate in the Plan. If at a later time you are re-employed by an Employer and satisfy the eligibility requirements described above, you may participate in the Plan upon your completion of a new deferral election.

## **Participation During a Leave of Absence**

If your employment status is inactivated due to an authorized unpaid leave of absence, your contributions and any Employer contributions will automatically cease until you return to a paid status. All contributions in your account on the day your leave commences will continue to reflect investment results. If you have a loan outstanding, your loan payments will be suspended. When you return to work, your loan will automatically be reamortized within the same term of the loan. You will receive written notification of your new biweekly deduction amount. If you do not return to work at the end of your leave of absence, you will be considered terminated under the Plan and any unvested Employer contributions held in your account will be forfeited. The vested portion of your account can be distributed in full if you do not return to work. However, this distribution may be subject to a premature distribution tax.

## **Re-Employment**

If you were eligible to participate when your employment terminated and are re-employed by an Employer, you may join the Plan immediately. Any forfeited Matching Contributions (as defined below) will be reinstated if you repay the Plan the amount, if any, that was distributed to you on account of your severance from employment. In addition, your past service with your Employer may count toward vesting if you are re-employed within five years of your termination. It is important that you contact a



Participant Services Representative via the DXC Wealth & Retirement Center at 877-839-2627 for more information about re-employment.

## Contributions to Your Account

This section provides important details about the types of contributions both you and DXC may make to the Plan.

### Your Contributions

You can contribute up to 50% (in increments of 1%) of your Compensation each pay period on a combined pre-tax and/or Roth basis (up to certain annual legal limits described in the section entitled “**Legal Limits on Contributions**” on page 13). In addition, beginning October 8, 2025, you may contribute up to 25% of your Compensation each pay period as after-tax contributions. If you are considered “highly compensated” in accordance with the Code, your contributions will likely be limited to a percentage that is less than 50%. This percentage is announced each year.

- **Pre-tax Contributions:** Contributions made before federal income taxes and, in most cases, state and local income taxes are withheld (but not before Social Security and Medicare tax withholding). With pre-tax contributions, you lower your current taxable income during the year the contributions are made. You pay taxes on your pre-tax contributions and any associated investment earnings at the time they are distributed to you.
- **Roth Contributions:** Contributions made on an after-tax basis, which means federal, state and local income taxes have already been withheld. With Roth contributions, you do not lower your current taxable income during the year contributions are made. However, because your Roth contributions are taxed at the time they are made, they will not be taxed again when distributed to you. In addition, any associated investment earnings will also be tax free as long as they are part of a “qualified distribution.” For more information on qualified distributions, see “**Roth Qualified Distribution**” on page 31. Please note, Puerto Rico-based participants may not participate in the Plan’s Roth feature.
- **After-tax Contributions:** Contributions made on an after-tax basis, which means federal, state and local income taxes have already been withheld. With after-tax contributions, you do not lower your current taxable income during the year contributions are made. However, because your after-tax contributions are taxed at the time they are made, they will not be taxed again when distributed to you. Unlike Roth contributions, the earnings on after-tax contributions will be taxable.

### Considerations for Pre-tax and Roth Contributions

**Pre-tax contributions may be right for you if...**

**Roth contributions may be right for you if...**



<p>You want to lower your current taxable income. Keep in mind you will owe taxes on these contributions and any related earnings when withdrawing or taking distributions from the Plan.</p>	<p>You want to take distributions of these contributions and any related earnings tax-free, if you meet certain criteria.</p>
<p>You expect to be in a lower tax bracket in retirement.</p>	<p>You expect to be in a higher tax bracket in retirement.</p>
<p>You aren't sure about your investment time horizon.</p>	<p>You have a long investment horizon to meet the required five-year holding period prior to taking a distribution.</p>
<p>You understand that you must begin taking annual minimum distributions by April 1 following the later of the year you terminate employment or the year you reach age 73 (72 if you attained that age before January 1, 2023; 70½ if you attained that age on or before December 31, 2019).</p>	<p>You understand that if these contributions remain in the Plan, you must begin taking annual minimum distributions by April 1 following the later of the year you terminate employment or the year you reach age 73 (72 if you attained that age before January 1, 2023; 70½ if you attained that age on or before December 31, 2019), unless you previously rolled over your contributions to a Roth IRA.</p>

## Considerations for Roth and After-Tax Contributions

Roth contributions fall under the same IRS limits as pre-tax contributions. This means that each dollar of a Roth contribution reduces the amount that can be contributed pre-tax (and vice versa). Regular after-tax contributions are similar to Roth contributions in that both are made after taxes have been paid. However, there are two key differences:

- Earnings on regular after-tax contributions are taxable when distributed.
- Regular after-tax contributions are not subject to the same dollar limit as pre-tax and Roth contributions (in 2026, \$24,500). Instead, they are subject to the larger annual additions limit under IRS rules (in 2026, \$72,000), which is the total amount that can be contributed to a workplace savings account, including employee and employer contributions and excluding catch-up contributions.

## Catch-up Contributions

Catch-up contributions are additional amounts you may choose to have contributed to the Plan on your behalf from your Compensation on either a pre-tax and/or Roth basis (only pre-tax if you are in Puerto Rico). You become eligible to make catch-up contributions starting in the calendar year you become age 50 and in which you are making the maximum contributions permitted by law and the Plan (but not in the first pay period of the year in which you become age 50). Any catch-up contributions will be credited to your account in the same manner as your pre-tax and/or Roth contributions.



In 2026, your catch-up contributions may not exceed \$8,000 (\$1,500 if you work in Puerto Rico). However, if you attain age 60, 61, 62 or 63 during the year, the Plan provides an increased dollar limit on catch-up contributions of \$11,250. This increased dollar amount is indexed for inflation beginning 2026. Your catch-up contributions are not subject to the limits described below in the section entitled “**Legal Limits on Contributions**” on page 13. Your election to make catch-up contributions will remain in effect for subsequent years unless you otherwise elect to change such contributions and will not be matched by the Employer. Your catch-up contribution will only be withheld if your paycheck can support the entire amount after your regular contribution and other required deductions are withheld.

Beginning in January 2026, if you had \$150,000 or more in FICA wages (Box 3 of your 2025 Form W-2) in 2025, your catch-up contributions must be on an after-tax Roth basis. If your 2025 FICA wages were \$150,000 or more, any 2026 elective contributions that exceed the elective deferral limit (see “**Legal Limits on Contributions**” on page 13) and are eligible as catch-up contributions, will be a deemed Roth election. You will not be permitted to make pre-tax catch-up contributions.

## Compensation

Your contributions to the Plan are based on your Compensation. The Code limits the amount of Compensation of each participant that can be taken into account for Plan purposes each year. For 2026, the limit is \$360,000 and is subject to change from year to year.

“Compensation” under the Plan includes the following types of pay:

- base compensation;
- any compensation under a formal sales incentive plan other than a pre-sales incentive plan;
- any special pay provided to reservists in the United States military;
- sick pay;
- vacation pay;
- special pay paid to participants for qualified military service;
- pay in lieu of notice;
- pay under a paid time off allowance;
- jury pay; and
- amounts deducted pursuant to a participant’s authorization or by law as Plan contributions or under a plan that satisfies the requirements of Code Section 125 (i.e., cafeteria plans) or 132(f)(4) (i.e., qualified transportation fringe benefits).

The following types of pay are excluded from the definition of “Compensation” under the Plan:

- overtime;
- bonuses;



- commissions;
- other types of pay and amounts received under or contributed by an Employer to any employee benefit plan; and
- amounts contributed to DXC's executive deferred compensation plan.

## Legal Limits on Contributions

The Internal Revenue Code (the "**Code**") limits the amount you may contribute annually to qualified defined contribution plans (such as the Plan) on a pre-tax and/or Roth basis. In 2026, you may contribute up to \$24,500 on a pre-tax and/or Roth basis, or up to a total of \$32,500 if you are age 50 to 59 or 64 or older by year-end. (The additional \$8,000 in contributions are known as "catch-up contributions.") If you turn age 60, 61, 62 or 63 by year-end, your catch-up contribution limit is \$11,250 instead of \$8,000, for a total of \$35,750 instead of \$32,500. These limits, which are subject to change over time, apply across all defined contribution retirement plans (including other 401(k) plans, 403(b) annuity plans, and governmental 457(b) plans) in which you participated during a calendar year.

DXC will monitor your contributions to the Plan to ensure that you don't exceed the legal limits. Your contributions to the Plan will automatically be capped once they reach the annual legal limit and will resume at the beginning of the following calendar year at your last elected contribution rate. However, if you contributed to the plan of any other employer during the year, it is your responsibility to monitor compliance with legal limits on contributions.

If you inadvertently elected a contribution percentage that results in your total pre-tax and/or Roth contributions exceeding the legal limit for the year across all plans to which you contributed, you may request a refund of the excess amount by no later than April 1 of the following year (or the previous business day if April 1 falls on a weekend). If these contributions are not distributed to you by April 15 following the year in which they were contributed, you will be taxed twice on these contributions – once in the year of contribution and again in the year of distribution. To request a refund, please contact the DXC Wealth & Retirement Center at 877-839-2627.

In addition to these limits, the Code limits the overall dollar amount of contributions (referred to as "annual additions") that may be allocated to your account for any year. Most participants will not be affected by these limits. However, if an allocation to be made to your account would cause this limit to be exceeded, you will be notified and the allocation will be reduced. In 2026, your annual additions may not exceed \$72,000. Annual additions are your total employee and employer contributions, including regular after-tax contributions, but excluding catch-up contributions.

## Highly Compensated Employees

To qualify for the special tax treatment accorded to 401(k) plans, a plan must meet an annual nondiscrimination test designed to prevent disproportionate contributions by employees who are considered "highly compensated employees" under Code Section 414(q). If, for any year, the Plan Administrator estimates that this nondiscrimination test will not be met, the Plan Administrator may cause the contributions for highly compensated employees for the year to be reduced prospectively. Any excess



contributions for any year must be distributed to the highly compensated employee by the last day of the year following the year in which the excess occurred (after any withholding for applicable taxes). If the Plan Administrator determines that distributions of excess contributions are required, distributions will be made in the order established by the Plan Administrator in its sole discretion. The Plan Administrator may establish rules limiting the maximum amount that a participant may contribute to the Plan, including rules applicable only to highly compensated employees. Matching contributions on behalf of participants under the Plan must meet nondiscrimination tests that are similar to the tests applicable to participant contributions.

## **Matching Contributions**

In general, DXC will match 50% of the first 6% of Compensation you contribute to the Plan on an annual basis. This includes any pre-tax and/or Roth contributions you make on a per-pay basis, but does not include any catch-up contributions or after-tax contributions. Matching contributions are deposited annually as soon as administratively practicable following the end of the Plan Year. Except as noted below, participants are required to be employed by their respective Employer on December 31 in order to receive the annual contribution.

### **If You Die or Retire After Age 55**

Participants who die or retire after attaining age 55 will receive a matching contribution for the applicable year generally within 30 days from the participant's date of death or retirement.

### **If You Are Involuntary Terminated in December**

In general, participants must be employed on December 31 to receive a matching contribution for the year. However, participants whose employment with their Employer ceases at any time in December as a result of a workforce reduction will be considered to have been employed on December 31 for this purpose and will remain eligible for a matching contribution. Whether this rule applies will be determined by the Plan Administrator in its sole discretion.

## **True-up Contribution**

In general, to receive the maximum possible matching contribution under the Plan, a participant must contribute at least 6% of his or her Compensation continuously during all pay periods during the year. Because matching contributions are calculated on a per-pay basis, it is possible for participants to contribute at least 6% of Compensation during the year, but not earn the full matching contribution. In these circumstances, DXC will calculate and contribute a "true-up contribution" by taking into account a participant's aggregate contributions and Compensation during the full calendar year. True-up contributions, if any, will be determined by the Plan Administrator in its sole discretion.

## **Discretionary Employer Contributions**



An Employer may, from time to time, make discretionary contributions for certain designated participants. If an Employer determines to make a discretionary employer contribution, the employees designated to receive a contribution will be notified.

## Rollover Contributions

You may immediately roll over a taxable distribution from certain retirement plans qualified under Code Section 401(a), an annuity contract under Code Section 403(b), or an individual retirement account ("IRA") which is attributable solely to rollover contributions (within the meaning of Code Section 408(a)(3)(A)(ii)) either directly or within 60 days after you receive such distribution. You may also roll over distributions from other Roth sources that are directly rolled over to the Plan (i.e., the Plan does not permit 60-day rollovers from other Roth sources), provided the Plan Administrator determines that the continued qualification of the Plan would not be adversely affected by such transfer.

## In-Plan Roth Conversion

With an In-Plan Roth Conversion, any vested non-Roth amounts can be directly rolled into a Roth account within the Plan. This allows for the amount rolled over to be converted from a non-Roth amount into a Roth amount while remaining in the Plan. Any taxable amounts included in the conversion are considered taxable income to you for the tax year in which the conversion occurred, and you are responsible for paying federal income taxes and possibly state and local taxes as well. However, any future investment earnings on this converted amount is not taxable if it meets the criteria for a "qualified distribution" upon withdrawal.

This is a complex financial decision and you're strongly encouraged to consult with a qualified tax or financial advisor before initiating this conversion. Please note, once you elect an In-Plan Roth Conversion, you cannot reverse your decision.

## When Your Contributions Are Vested

Contributions to the Plan are subject to the following vesting schedules:

- **Your Contributions:** You are always 100% vested in (meaning you have a non-forfeitable right to) the value of your contributions, as well as any rollover contributions you make to the Plan, including any earnings on such amounts.
- **Matching Contributions:** In general, you become 100% vested in the value of any matching contributions and any related earnings after completing one year of service. (Until that time, you are 0% vested). However, you will become 100% vested if any of the following events occur while you are actively employed by your Employer, regardless of your actual years of service:
  - you reach age 65;
  - you become totally and permanently disabled (documentation of your disability must be provided by your doctor and approved by the Plan Administrator); or



- you die while an active employee (or while performing qualified military service as defined in Code Section 414(u)(5)).
- **Discretionary Employer Contributions:** You are always 100% vested in any discretionary employer contributions and any earnings on such amounts.

Service with a prior employer may be counted for purposes of vesting in your matching contributions if you became an eligible employee in connection with a company-related acquisition or outsourcing agreement or transaction.

## Legacy Contributions

The Plan maintains certain legacy contributions related to the plans of certain unrelated employers that engaged in a business transaction with DXC or its affiliates, as well as certain legacy contributions from a prior plan sponsored by Computer Sciences Corporation, the former plan sponsor of the Plan. For more information, see "**Retirement Account**," "**Merged Account**," and "**After-tax Merged Account**" on page 17.

## Changing Your Contributions

You can make changes to your contributions via NetBenefits by visiting [www.netbenefits.com](http://www.netbenefits.com) or the DXC Wealth & Retirement Center by calling (877) 839-2627. You may change the percentage of your Compensation deferred into the Plan at any time. Any changes you make to your contribution rate will be effective within one or two pay periods.

## When Your Contributions End

Your contributions to the Plan will end when:

- you stop contributing to the Plan;
- you reach any Plan or legal limits;
- you are not receiving any Compensation;
- your employment with your Employer ends for any reason;
- you transfer to a DXC affiliate that does not participate in the Plan; or
- you die.

## Your Plan Account

The Plan Administrator maintains the following sub-accounts to record the various contribution types which, in the aggregate, constitute your account in the Plan:

- **After-tax Contribution Account:** The after-tax account reflects amounts attributable to after-tax contributions. For more information, see "**After-tax Contributions**" on page 10.



- **Compensation Deferral Account:** The compensation deferral account reflects amounts attributable to your pre-tax contributions. For more information, see "**Pre-tax Contributions**" on page 10.
- **Catch-up Contribution Account:** The catch-up contribution account reflects amounts attributable to pre-tax contributions that have been designated as catch-up contributions. For more information, see "**Catch-up Contributions**" on page 11.
- **Roth Account:** The Roth account reflects amounts attributable to your Roth contributions and catch-up contributions designated as Roth catch-up contributions. For more information, see "**Roth Contributions**" on page 10.
- **Roth Conversion Account:** The Roth Conversion Account reflects amounts attributable to your In-Plan Roth Conversions. For more information, see "**In-Plan Roth Conversions**" on page 15.
- **Rollover Account:** The rollover account reflects cash amounts transferred to the Plan that are attributable to a permitted rollover from an account held in trust under another plan or IRA. For more information, see "**Rollover Contributions**" on page 14.
- **Roth Rollover Account:** The Roth rollover account reflects qualified Roth rollovers that are transferred to the Plan. For more information, see "**Rollover Contributions**" on page 14.
- **Matching Contributions Account:** The matching contributions account reflects amounts attributable to matching contributions. For more information, see "**Matching Contributions**" on page 14.
- **Discretionary Employer Contributions Account:** The discretionary employer contributions account reflects amounts attributable to discretionary employer contributions. For more information, see "**Discretionary Employer Contributions**" on page 14.
- **Retirement Account:** The retirement account reflects amounts attributable to amounts transferred from the Computer Sciences Corporation Employee Stock Purchase Plan that are attributable to contributions by the Employer to such plan. For more information, see "**Transfer from Prior Plan**" on page 41.
- **Merged Account:** The merged account reflects amounts attributable to the merger of assets from other qualified retirement plans into the Plan in connection with an acquisition or predecessor contract.
- **After-tax Merged Account:** The after-tax merged account reflects amounts attributable to a participant's transfer contributions or plan-to-plan transfers of a participant's after-tax employee contribution account balances in connection with an acquisition or predecessor contract.

## Contribution Deposits

Your pre-tax and/or Roth contributions are deposited on a per-pay-period basis. Matching contributions are deposited annually as soon as administratively practicable



following the end of the Plan Year but are made on a per-pay-period basis for participants who are collectively bargained employees and former Swiss Re employees.

## Investing Your Contributions

The Plan offers you the opportunity to build a diversified portfolio that suits your investment objectives and personal risk tolerance. Upon electing to participate in the Plan, you may choose from one or more of the available investment funds established by the Plan Administrator for the investment of your contributions. You may choose to invest in 1% increments. If you do not make an investment election, any contributions made to the Plan on your behalf will be invested in the investment fund designated by the Plan for such purpose. Currently, the Plan offers a choice among the following investment funds:

Target Date Funds	Core Options	Other
Target Retirement Income Fund	Money Market Option	DXC Stock Fund
Target Retirement 2025 Fund	Strategic Real Asset Option	
Target Retirement 2030 Fund	Strategic Allocation Option	
Target Retirement 2035 Fund	Strategic Equity Option	



Target Retirement 2040 Fund	Global Equity Index Option
Target Retirement 2045 Fund	
Target Retirement 2050 Fund	
Target Retirement 2055 Fund	
Target Retirement 2060 Fund	
Target Retirement 2065 Fund	
Target Retirement 2070 Fund	

To assist you in making your investment choices, you should carefully review the additional information made available to you by the Plan about each of these funds. Certain information is contained in the fund fact sheets that are sent to you separately. When selecting an investment fund, you should be aware that historical performance may not be an indicator of future performance. In addition, you have the right to request other financial information about the investment funds, such as a list of the assets held in each fund, information on the annual operating expenses of the investment funds, copies of prospectuses and other financial information provided to the Plan, information on the value of shares or units held in each fund, and past and current performance of each fund. To obtain such information, please contact the DXC Wealth & Retirement Center at 877-839-2627.

#### **Important Message Regarding Investments of Your Plan Account**

There is no guarantee against losses in the market value of your Plan account. The value of investments held in the Plan is subject to short- and long-term market fluctuations. Amounts contributed to the Plan may decline rather than increase in value. In addition, DXC bears no legal responsibility to guarantee the principal or rate of return of any of the investment funds offered under the Plan. Each fund has an element of risk and each participant must take personal responsibility for his or her own investment decisions with respect to the investment funds. Please note that under commonly accepted principles of good investment practice, a retirement account should be invested in a broadly diversified portfolio of stocks and bonds. Thus, it may not be advisable to hold significant concentrations of employer stock in an account that is meant for retirement savings. You may diversify your holdings in DXC common stock at any time by changing your election in accordance with the procedures described in the section entitled "**Changing Your Investments**" on page 21.



## Target Date Funds

Target date funds are a series of investment funds, each reflecting a date within its name that corresponds to an expected “target” year, when you expect to start withdrawing money from your account (normally your retirement date). Each target date fund is made up of a mix of underlying investments, which automatically adjusts over time to become more conservative as the target date approaches.

## Core Options

The Plan’s core investment funds include a customized lineup of “white label” funds constructed of single or multiple investment managers and organized based on the fund’s underlying investment strategy and objectives.

<b>Your White Label Funds</b>	<b>Objective</b>
<b>Bond Option</b>	Actively-managed U.S. bonds
<b>Strategic Real Asset Option</b>	Real assets expected to exceed inflation
<b>Strategic Allocation Option</b>	Actively-managed global equity, bonds and other investments
<b>Strategic Equity Option</b>	Actively-managed global equity
<b>Global Equity Index Option</b>	Passively-managed global equity

## Fidelity BrokerageLink

For investors with special investment goals, the Self-Directed Brokerage Window gives you access to investments outside the Plan fund lineup and allows you to invest in many brand-name mutual funds offered through Fidelity’s self-directed brokerage window (Fidelity BrokerageLink). Please note, however, that these funds are not monitored by DXC.

## DXC Stock Fund

DXC, acting in its plan sponsor capacity, has provided that the DXC Stock Fund shall be one of the Plan’s investment funds. The DXC Stock Fund is designed to provide employees with the opportunity to share in the potential growth of DXC common stock. The DXC Stock Fund invests exclusively in DXC common stock, except that a small portion of the fund may be invested in cash or cash equivalents to facilitate daily cash flow into and out of the fund.

The DXC Stock Fund is valued based on a unit-accounting method. This type of accounting means the DXC Stock Fund holds a certain level of cash reserves for settling daily transactions such as transfers, loans and withdrawals. Currently, the Plan maintains cash reserves of up to 5% of the fund to meet the liquidity of daily valuation.



The cash is invested in short-term investment funds. The advantage of having a unitized stock fund is that you can sell units in the DXC Stock Fund and transfer them immediately to another fund, without waiting for shares of the stock to settle before reinvesting the proceeds.

#### **Important Message Regarding Investments in the DXC Stock Fund**

Because the DXC Stock Fund is invested exclusively in the stock of a single company, it has the potential of being more volatile, or subject to greater price variations, than other investment alternatives available under the Plan. In addition, because of transaction costs and the fund's cash/short-term liquid investment component, the fund's investment performance is unlikely to mirror fully the performance of the common stock of DXC. You may diversify your holdings in DXC common stock at any time by changing your election in accordance with the procedures described in the section entitled "**Changing Your Investments**" on page 21.

### **Limits on Investments in the DXC Stock Fund**

Only 10% of your contributions each pay period can be contributed to the DXC Stock Fund. In addition, only 10% of your entire account balance may be invested in the DXC Stock Fund. Any contributions in excess of these limits will be invested in the applicable Target Series Fund (by age), unless you elect to have such amounts invested in any other investment fund available under the Plan.

### **Voting of DXC Common Stock**

The Plan trustee holds all shares of DXC common stock credited to the DXC Stock Fund. You have the right to instruct the trustee as to how to vote the shares of common stock attributed to your interest in the DXC Stock Fund through the use of proxy or similar statements. If you fail to instruct the trustee, any shares attributed to your interest in the fund will be voted as directed by the Plan Administrator in its sole discretion.

### **Election Opportunity for DXC Stock Dividends**

Whenever cash dividends are declared, you may elect either to receive a cash payment of any dividends paid with respect to shares of DXC stock you are deemed to hold in your DXC Stock Fund account or to have the dividends reinvested in the fund, provided dividends of less than \$10 may be reinvested automatically. This election opportunity generally applies only to DXC shares you are deemed to hold in the DXC stock fund on the "record date," which is determined by the DXC Board of Directors (the "Board"). Dividends can be declared quarterly, annually or on other special dates determined by the Board, or the Board may decide not to declare a dividend for these periods. If you are offered the election opportunity and do not make an affirmative election (meaning you do not submit a completed election form by the required deadline), you will be deemed to have made a default election to have the dividend reinvested in the DXC Stock Fund. If you make an affirmative election, this election will also be applied for all future dividend payments. You can always change your election prior to any deadline. Other details concerning the election opportunity will be provided to you in a separate communication each time a dividend has been declared by the Board.



All dividends paid on DXC common stock held in the DXC Stock Fund for which you are offered the election opportunity described in this section are fully vested. Dividends that you elect to have paid in cash will be taxable to you in the year they are actually paid but no early payment penalty will apply. Taxes will be deferred on dividends that are reinvested in the DXC Stock Fund.

## **DXC Stock Restrictions (Applicable to Executive Officers Only)**

If you are an executive officer of DXC, your transactions involving the DXC Stock Fund are subject to certain rules under the Securities Exchange Act of 1934 (the "**Exchange Act**"). You should carefully review the section on Insider Trading in DXC's Code of Conduct. If you have any questions regarding these rules, you are urged to consult with the Corporate Secretary prior to the transfer of amounts into, or the withdrawal of amounts from, the DXC Stock Fund.

### **Section 16 of the Exchange Act Applicable to Insiders**

The acquisition and disposition of DXC common stock by officers, directors and stockholders of more than 10% (collectively, "**Insiders**") under the Plan may be subject to Section 16(b) of the Exchange Act, pursuant to which a purchase of DXC common stock by an Insider within six months before or after a sale of DXC common stock by such Insider could result in recovery by DXC of all or a portion of any amount by which the sale proceeds exceed the purchase price. Insiders are required to file reports of changes in beneficial ownership under Section 16(a) of the Exchange Act upon acquisitions and dispositions of shares. Rule 16b-3 provides an exemption from Section 16(b) liability for certain transactions pursuant to certain employee benefit plans. The Plan is designed to comply with this rule. Discretionary transactions, however, may not be exempt from Section 16(b) liability and may have to be reported within two business days on SEC Form 4. Insiders may not engage in any transactions involving stock in the DXC Stock Fund without first notifying and obtaining the approval of DXC's securities counsel.

## **Changing Your Investments**

You can make changes to your investments via NetBenefits by visiting [www.netbenefits.com](http://www.netbenefits.com) or the DXC Wealth & Retirement Center by calling (877) 839-2627 (877-8-DXC-PLAN). In general, changes that you make to your investment fund elections will be effective at the close of business on the first business day on or after which you make your request if you complete the transaction prior to the earlier of the close of the New York Stock Exchange and 4 p.m. Eastern Time. If your request is received after the cutoff for that day, or on a non-business day (or stock market holiday), it will take effect at the close of business on the next business day.

## **Investment Changes for Future Contributions**

Changes to your investment fund election(s) for your future contributions can be made at any time, but you are limited to two such changes per calendar month.



## **Reallocations and Transfers of Existing Account Balance**

You may reallocate your existing account balance among the available investment funds, or transfer money out of one investment fund or multiple investment funds and into another investment fund or multiple investment funds, at any time. However, you may only make two such changes per calendar month. A "reallocation" changes the way your current balance is divided among the Plan's investment fund options. With a reallocation, your balance is redistributed according to the percentages you choose for the different investment funds. A "transfer" allows you to move a dollar or whole percentage amount from one or more investment funds to one or more other investment funds.

A reallocation and/or transfer election may be delayed for one or more days if the market is closed or trading in a particular investment fund is restricted because of unusual circumstances, such as insufficient liquidity to process transactions, major market disruptions, etc. Your election also may be subject to trading restrictions. In particular, if any mutual fund company responsible for any of the investment funds in the Plan imposes any limits designed to prohibit market timing or excessive rapid trading, the Plan will enforce those limits. "Market timing" or "rapid trading" is the excessive buying and selling of funds within a short time period. Market timing impacts the overall pricing and liquidity of the impacted fund(s) and can lead to a negative impact on the fund's performance. Some mutual fund companies restrict you from certain fund transfers and/or charge a redemption fee if you sell or transfer within a short time period (such as 30, 60 or 90 days).

## **Fiduciary Responsibilities – ERISA Section 404(c)**

The Plan is subject to the applicable provisions of ERISA relating to defined contribution plans. By permitting participant directed investments, the Plan is intended to constitute a plan described in ERISA Section 404(c) and Title 29 of the Code of Federal Regulations Section 2550.404c-1.

The Plan permits participants and beneficiaries to direct the investment of their accounts in accordance with the limits and restrictions described in this SPD and other investment materials provided to you. ERISA Section 404(c) provides that, if a plan provides participants and beneficiaries with an opportunity to control their plan investments, the plan's fiduciaries are not responsible for any investment losses attributable to a participant's (or beneficiary's) investment decisions. This means that if you direct (or are deemed to have directed) the investment of your Plan account, Plan fiduciaries, as well as your Employer, will not be responsible for any losses relating to your investment choices.

## **Taking a Loan from Your Account While Employed**

The Plan lets most participants who are actively employed borrow against their vested account balance without paying taxes or incurring income tax penalties, subject to Plan provisions. New loans are not available once you terminate employment, even if you



have an account balance in the Plan. This section of the SPD summarizes the key features of the Plan’s loan program. For more information, visit NetBenefits at [www.netbenefits.com](http://www.netbenefits.com) or call the DXC Wealth & Retirement Center at (877) 839-2627.

## Key Features of the DXC 401(k)’s Loan Program

Loan Features	How It Works
<b>Applying for a Loan</b>	<ul style="list-style-type: none"> <li>You can apply by visiting NetBenefits or calling the DXC Wealth &amp; Retirement Center.</li> <li>Your loan will be processed by the close of business on the day that you make your request if you complete the transaction prior to the earlier of the New York Stock Exchange closing time and 4 p.m. Eastern Time. If your request is received after the cutoff for that day or on a non-business day or stock market holiday, it will be processed by the close of business on the next business day.</li> </ul>
<b>Loan Amount</b>	<ul style="list-style-type: none"> <li>In general, you decide how much you want to borrow as a loan.</li> <li>The minimum amount is \$1,000.</li> <li>The legal maximum is generally the lesser of 50% of your vested account balance or \$50,000.</li> <li>Contact NetBenefits or the DXC Wealth &amp; Retirement Center to determine the amount you have available to take as a loan.</li> </ul>
<b>Multiple Loans</b>	You may have only one outstanding loan at a time and may only request one loan in any 12-month period.
<b>Loan Repayment Period</b>	<ul style="list-style-type: none"> <li>When you request a loan, you set the repayment period.</li> <li>The minimum repayment period is one year.</li> <li>The repayment period can be up to five years. However, if your loan is for the purchase of your principal residence, your repayment period may be for up to 15 years (documentation is required).</li> <li>You may prepay your outstanding loan balance in full at any time without penalty.</li> </ul>
<b>Interest Rate</b>	When you take your loan, an interest rate (based on the prime rate on the last business day of the calendar month prior to your loan, plus 1%) is set for the duration of the loan.
<b>Prepayments</b>	<ul style="list-style-type: none"> <li>You may prepay your outstanding loan balance in full without penalty.</li> <li>Partial prepayments are also allowed.</li> <li>Your payment must be made by certified check, cashier’s check, money order or via automated clearing house (“ACH”). Personal checks will not be accepted.</li> </ul>
<b>Repayments</b>	<ul style="list-style-type: none"> <li>Repayments are made through biweekly payroll deductions.</li> <li>If your employment status is inactivated due to an approved unpaid leave of absence, your payment obligations will be suspended. Upon your return to an active employment status, your loan will be re-amortized within its original term.</li> </ul>



	<ul style="list-style-type: none"> <li>• While on long-term disability, you may make payments by cashier's check, money order or certified check.</li> <li>• Repayments will be invested according to your current investment fund election(s) for pre-tax and/or Roth contributions.</li> </ul>
<b>If Your Default On Your Loan</b>	<ul style="list-style-type: none"> <li>• If any payment, or part of a payment, is late, your loan is delinquent.</li> <li>• If your loan remains delinquent for 90 days, your loan is in default. If your loan is in default, you are treated as having received a taxable distribution for the amount of the outstanding loan.</li> <li>• You will not be permitted to take out another loan until all outstanding and overdue amounts, including accumulated interest, are fully paid.</li> <li>• An IRS Form 1099-R is issued for the amount of the default and you are responsible for payment of all taxes and penalties.</li> </ul>
<b>If Your Employment Ends With An Outstanding Loan</b>	If your employment terminates for any reason, you must either prepay the loan to avoid taxation (unless you are able to do a "direct rollover" of your outstanding loan to another qualified plan) or elect to continue payments via ACH payments to Fidelity.
<b>If You Take a Military Leave With An Outstanding Loan</b>	<ul style="list-style-type: none"> <li>• If your outstanding loan has an interest rate greater than 6%, then the rate may become subject to a 6% interest rate cap upon your written request to the Plan Administrator.</li> <li>• Your loan repayments may be suspended for the entire length of the military leave (or term of the loan, if shorter). Contact the DXC Wealth &amp; Retirement Center for more details.</li> </ul>

## Withdrawals from Your Account While Employed

The Internal Revenue Code restricts the circumstances under which active employees can take a withdrawal and, in most instances, imposes a penalty for early withdrawal of your Plan money while employed by your Employer. Accordingly, before making this request, you should carefully consider the limited circumstances under which a withdrawal can occur, as well as the possible tax consequences of such a withdrawal.

### In-Service Withdrawals

Upon at least 30 days' written notice, you may make one of the following withdrawals from the Plan no more than once during any 12-month period.

- **Age 59½ Withdrawals:** Once you are age 59½ or older, you may withdraw any pre-tax and/or Roth contributions and vested matching contributions in your account for any reason.
- **Withdrawals from your After-tax Contribution Account:** You may make a withdrawal from your after-tax contribution account of up to the entire balance. For more information, see "**After-tax Contribution Account**" on page 16.



- **Withdrawals from Your Merged Account:** You may make a withdrawal from your merged account of all amounts attributable to transfers from other profit-sharing plans and amounts attributable to other pension plans and 401(k) plans, as long as you had the right to elect to receive a distribution of those amounts at the time they were transferred to the Plan. However, no withdrawals of amounts transferred from an account that qualifies under Code Section 401(k) are permitted if you did not have the right to receive a distribution at the time the amounts were transferred to the Plan. For more information, see **"Merged Account"** on page 17.
- **Withdrawals from Your After-tax Merged Account:** You may make a withdrawal from your after-tax merged account of up to the entire balance. For more information, see **"After-tax Merged Account"** on page 17.
- **Withdrawals from Your Retirement Account:** You may make a withdrawal from your retirement account of up to the entire balance. For more information, see **"Retirement Account"** on page 17.

You may receive your withdrawals either in cash or DXC common stock, or in a combination of the two. However, any withdrawals from the DXC Stock Fund will be in the form of whole shares of DXC common stock, together with cash in lieu of any fractional share, unless you request the entire amount of payment in the form of cash. You may also elect to receive any remaining amount that otherwise would be paid in cash in the form of DXC common stock, together with cash in lieu of any fractional share.

## Hardship Withdrawals

Upon approval by the Plan Administrator, you may make a withdrawal from your account at any time for reasons of financial hardship. A distribution is on account of a financial hardship only if the distribution is made to satisfy an immediate and heavy financial need that cannot reasonably be met another way. The Plan Administrator reviews and approves applications for withdrawals for reasons of financial hardship. However, there is deemed to be an immediate and heavy financial need if the distribution is for one of the following:

- the purchase of your principal residence (excluding mortgage payments);
- tuition and related educational expenses for post-secondary education for yourself, your spouse, your dependents or beneficiary (for up to 12 months);
- payments necessary to prevent foreclosure on or eviction from your principal residence;
- medical expenses for yourself, your spouse, your dependents or beneficiary not reimbursed by medical insurance;
- funeral expenses for your parent, spouse, dependents or beneficiary;
- expenses to repair damage to your principal residence that qualify for the casualty deduction under the Internal Revenue Code;



- expenses and losses (including loss of income) you incur on account of FEMA-declared disasters; provided your principal residence or place of employment at the time of such disaster is located in the area designated by FEMA for individual assistance with respect to the disaster; or
- such additional expenses or payments approved by the IRS.

A distribution will be deemed to satisfy an immediate and heavy financial need if:

- the distribution is not in excess of the amount of the immediate and heavy need (including any amounts necessary to pay any federal, state or local income taxes or penalties);
- you have obtained all other currently available distributions (other than the hardship withdrawal) under the Plan and all other plans of deferred compensation, whether qualified or nonqualified, maintained by your Employer;
- you have provided the Plan Administrator a representation in writing or electronically that you have insufficient cash or other liquid assets reasonably available to satisfy the financial need; and
- the Plan Administrator does not have actual knowledge that is contrary to your representation of need.

Your contributions will not be suspended upon receipt of a hardship withdrawal, except for Puerto Rico residents, who will be suspended for 12 months.

## Withdrawals of Rollover Contributions

Contributions from a prior employer plan that you rolled over (including Roth rollovers) may be withdrawn for any reason.

## Disaster-Relief Legislation

The Plan Administrator is permitted to implement any disaster-relief legislation providing for special distributions as may be promulgated from time to time in official guidance issued by the U.S. Department of Labor, Internal Revenue Service and/or Puerto Rico Treasury Department to assist affected Participants, subject to such requirements and administrative procedures as the Plan Administrator determines in its discretion. In the event the Plan Administrator elects to implement any disaster-relief under the Plan, additional details will be communicated.

## Payment Options When You Leave

This section describes the different ways your account can be paid to you. In general, your vested Plan balance is payable if any of the following events occur to you:

Event	How It Works
<b>Termination of Employment</b>	<ul style="list-style-type: none"><li>• If you leave your Employer for any reason, you may receive the value of the vested portion of your Plan account.</li></ul>



	<ul style="list-style-type: none"> <li>• If you are partially vested when you terminate employment, you will forfeit the unvested portion of your account.</li> <li>• If your vested account balance is more than \$7,000, you may defer receipt of your distribution until a later date, but in no event later than 60 days after the end of the year in which you turn age 73 (72 if you attained that age before January 1, 2023; 70½ if you attained that age on or before December 31, 2019).</li> <li>• If your vested account balance is between \$1,000 and \$7,000, you may elect to receive a lump sum payment or roll over your distribution. If you fail to make an election, your distribution will automatically be rolled over to an IRA designated by the Plan Administrator.</li> <li>• If your vested account balance is less than \$1,000, you will receive your entire balance in a lump sum payment.</li> </ul>
<b>Disability</b>	<ul style="list-style-type: none"> <li>• If you become totally and permanently disabled and terminate your employment as a result of your disability, you may apply to the Plan Administrator to receive the value of your account, including vested and non-vested matching contributions.</li> <li>• In general, you will be considered “totally and permanently disabled” if, in its sole discretion, the Plan Administrator determines that you are unable to engage in any substantial gainful activity because of any medically determinable physical or mental impairment.</li> <li>• No early withdrawal penalties apply.</li> </ul>
<b>Retirement</b>	<ul style="list-style-type: none"> <li>• If you retire on or after attaining age 65, you are automatically 100% vested in your Plan account and are eligible to receive the entire value of your account.</li> <li>• You are also eligible to retire after attaining age 55. To do so, your reason for termination must be retirement in DXC’s Human Resources Information System. However, the vested portion of your account will be determined under the Plan’s vesting rules. For more information, see “<b>When Your Contributions Are Vested</b>” on page 15.</li> <li>• Matching contributions for the year of retirement will generally be contributed within 30 days of your date of retirement.</li> </ul>
<b>Death</b>	<ul style="list-style-type: none"> <li>• If you die while employed by your Employer and you are married, the entire value of your account, including the vested and non-vested matching contributions, will be paid to your surviving spouse.</li> <li>• If you are unmarried, or your spouse cannot be located, then payment of your account will be made to your designated beneficiary or to your estate, if you have no beneficiary.</li> <li>• If you die while performing qualified military service (as defined in the Code), your beneficiary will be entitled to any additional benefits under the Plan as if you had died during service with your Employer.</li> <li>• Matching contributions for the year of your death will generally be contributed within 30 days of your date of death.</li> </ul>



- For more information, see “**Beneficiaries**” on page 8.

## Distribution Options

You may elect to receive your distribution from the Plan in one of the forms of payment discussed in this section.

- **Lump Sum Cash Payment:** If you elect this option, you will receive a single cash payment of your account. If any portion of your account is invested in the DXC Stock Fund, that portion will be distributed to you in whole shares of DXC common stock, with cash for fractional shares, unless you elect to receive all of your account in cash. This lump sum cash payment is subject to an immediate 20% mandatory federal tax withholding. Further, if you are less than age 59½, a 10% federal premature distribution tax penalty and applicable state tax penalties may apply unless you are otherwise exempt based on your age or the distribution is for a permissible purpose. Distributions of less than \$200 are not subject to withholding at the time of distribution. However, the amount is reportable income and subject to ordinary taxes unless it is rolled over to an IRA or another qualified plan within 60 days of receipt of the distribution.
- **Installment Payments:** Installment payments can be either a fixed dollar amount or a fixed number of payments. You may elect to receive your Plan account in installment payments over a period of months, quarters or years, not to exceed ten years. You may also elect fixed monthly, quarterly or annual payment amounts that end on the earlier of (i) the date your account balance equals \$0 or (ii) the date you attain age 73 (72 if you attained that age before January 1, 2023; 70½ if you attained that age on or before December 31, 2019). Alternatively, the Plan permits you to elect a fixed percentage of your account balance or a percentage of your account balance determined according to IRS life expectancy tables and your age. If you elect installment payments, you can later elect to change the payment period, payment frequency or to receive your remaining account balance in a lump sum payment as described above. If you elect installment payments as your distribution option, the installment payments will be made on a pro rata basis by investment fund in your account.
- **Rollover:** Most distributions that are made in a single lump sum or in installment payments of less than 10 years are eligible for rollover treatment. If your distribution is eligible to be rolled over directly to an IRA or other qualified plan and you elect this option, you may defer immediate taxation on your distribution. To do so, your distribution must be made payable directly to the IRA or other qualified plan. If you choose to roll over your entire distribution directly to another qualified plan or arrangement, you may elect to have your entire account converted to cash prior to the distribution.

If you elect a lump sum cash payment and then decide to rollover the distribution to an IRA or other qualified plan, you have 60 days from receipt of the funds to do so. However, if you do not roll over the total amount of the distribution within 60 days (which may also include the amount of taxes withheld), you may be liable for the 10% federal premature distribution tax penalty and applicable state tax



penalties. Also, DXC will not refund to you the 20% mandatory withholding, although you may be eligible for a refund of such amounts on your tax return.

You can roll over your Roth contributions into a Roth IRA. Additionally, you may be able to roll over your Roth contributions into a new employer's plan if it offers a Roth feature. You will need to check with your new employer. Within a reasonable time period after the occurrence of a direct rollover of a distribution from your Roth accounts under the Plan to a designated Roth account, the Plan Administrator will provide to you a statement indicating the first year of your five-year period and the portion of such distribution that is non-taxable. If the distribution is not a direct rollover to a designated Roth account, the beginning date of the five-year period cannot be carried over to the Roth IRA account or a new employer's plan. For more information, see "**Roth Qualified Distribution**" on page 31.

- **Combination Lump Sum and Rollover:** You may elect to have only a portion of your distribution (minimum of \$500) directly rolled over into an IRA or other qualified plan. However, the remaining balance that is paid to you will be subject to a 20% federal tax withholding prior to the distribution. Further, if you are less than age 59½, a 10% federal premature distribution tax penalty and applicable state tax penalties may apply on the remaining balance unless you are otherwise exempt based on your age or the purpose of the distribution satisfies an exception provided in the Code. Federal taxes will not be withheld on the portion of your distribution that you directly rollover to another qualified plan or IRA.
- **Distributions from a Merged Account:** If you have a merged account as the result of an acquisition or predecessor contract, you may be eligible to receive other forms of payment, such as an annuity distribution option. If this applies to you, you will be informed of these options at the time you elect to receive a distribution.

## Receiving Your Distribution

The distribution of your account will normally occur within three business days after your request is made via NetBenefits or the DXC Wealth & Retirement Center (or within three business days after your forms are received if you are in a status that requires spousal consent), but in no event later than 60 days after the end of the year in which you would have attained age 73 (72 if you attained that age before January 1, 2023; 70½ if you attained that age on or before December 31, 2019).

## Federal Tax Consequences

The taxation of your Plan benefits is complex and subject to change. However, understanding taxation rules is very important because your decisions concerning payment of your account will affect your taxable income. Neither DXC nor its representatives can provide you with tax advice. The following overview, and any other tax-related information in this SPD, is not intended – nor should it be considered – as a



substitute for professional advice. Thus, it is strongly recommended that you seek the advice of a qualified tax or financial advisor before requesting a withdrawal or payment from the Plan. This will help ensure that you receive the most updated information that applies to your own tax situation. For more information on these guidelines, please refer to the **Special Tax Notice** on page 43.

To help you understand the types of issues that might arise, the following is some general federal tax information for your consideration. State and local taxes may also apply. Please note that the following information refers to taxes that are withheld from your Plan payment at the time of withdrawal. The actual amount you owe in taxes will be determined when you file your personal income taxes for the year.

**The following overview, and any other tax-related information in this SPD, is not intended – nor should it be considered – as a substitute for professional advice. Thus, it is strongly recommended that you seek the advice of a qualified tax or financial advisor before requesting a withdrawal or payment from the Plan.**

## Tax Consequences of Contributions Made to the DXC 401(k)

- **Pre-tax Contributions:** You pay no federal income taxes or, in most cases, state and local income taxes on the pre-tax contributions you make to the Plan. Instead, the pre-tax contributions, and any associated investment earnings, will be taxed as ordinary income at the time of withdrawal from the Plan, unless you rollover or directly transfer it to an IRA or another qualified plan. When you take withdrawals from the IRA or other qualified plan, those withdrawals will be taxed as ordinary income.
- **Roth Contributions:** You pay federal income taxes on the Roth contributions you make to the Plan. As a result, your Roth contributions will be distributed to you tax-free. In addition, any associated investment earnings on those Roth contributions will also be distributed free of federal income taxes, as long as your distribution is a "qualified distribution." Please see "**Roth Qualified Distribution**" on page 31 for more information.
- **Employer Contributions:** Employer contributions (including matching contributions) made by DXC, if any, will not be subject to federal income tax either at the time they are credited to your account or when they vest. Instead, these contributions, and any associated investment earnings, will be taxed as ordinary income at the time you withdraw them from the Plan, unless as described above they are transferred to an IRA or qualified plan via direct transfer or rollover.
- **After-tax Contributions:** You pay federal income taxes on the after-tax contributions you make to the Plan. As a result, your after-tax contributions will be distributed to you tax-free. However, the investment earnings on these contributions will be taxed as ordinary income at the time of withdrawal from the Plan.



## Tax Consequences of a Withdrawal Made Payable to Yourself

If you elect to take a withdrawal of your vested account balance, there are important tax consequences you may wish to consider, including:

- Withdrawals of your pre-tax contributions and pre-tax rollovers (and earnings thereon), along with any earnings on after-tax contributions and, in certain cases, earnings on Roth contributions, are taxed as ordinary income for federal income tax purposes in the year you receive the withdrawal. State income taxes may also apply. The taxable amount will be subject to a mandatory 20% federal tax withholding, along with any applicable state income taxes, at the time of withdrawal.
- Withdrawals of your Roth contributions and Roth rollovers, as well as after-tax contributions, are not subject to federal or state income taxes. Earnings on your Roth contributions and Roth rollovers (assuming the withdrawal is qualified) will not be subject to federal income taxes. For more information on qualified distributions of Roth contributions, see **"Roth Qualified Distribution"** on page 31.
- A federal 10% early withdrawal penalty may also apply to the taxable portion of your withdrawal. For more information, see **"Additional Income Tax"** on page 31.

## Tax Consequences of a Rollover Withdrawal Made Payable to Another Institution

If you elect to roll over your vested account balance, you will continue to defer any federal income taxes and will also avoid the early withdrawal penalty that may apply to your withdrawal.

- Taxable amounts, such as pre-tax contributions and vested matching contributions, rollover contributions of pre-tax amounts, and any associated investment earnings can be rolled over to a traditional IRA or to another employer's qualified plan.
- Roth contributions (including Roth rollover contributions and In-Plan Roth Conversions) and any associated investment earnings can be rolled over to a Roth IRA or to another employer's qualified plan that accepts Roth rollovers. You should confirm with the receiving institution that the plan accepts Roth rollovers prior to requesting this option.

For more information on electing a rollover withdrawal, see **"Rollover"** on page 27. It is especially important for you to review this section as it related to Roth accounts and the five-year holding period.

## Tax Consequences of a Withdrawal Made Payable to a Beneficiary or Estate

By law, the taxable portion of a lump sum withdrawal paid directly to a beneficiary is subject to 20% federal income tax withholding and applicable state withholding. The 10% early withdrawal tax does not apply. Beneficiaries can defer the applicable income tax withholdings if they elect to directly roll over their account to an IRA or other qualified



retirement plan. In general, the taxable portion of a lump sum withdrawal paid directly to an estate is subject to a separate 10% federal income tax withholding. In addition, any withdrawal may be subject to other applicable federal or state income taxes.

## Roth Qualified Distribution

Your Roth distribution will be a “qualified distribution” if:

- Your Roth account has been in existence for at least five years. The five-year holding period begins with the first tax year during which you made a Roth contribution to the Plan or first converted your account to Roth via an In-Plan Roth Conversion and continues to run even if you stop making Roth contributions (if you roll over Roth contributions from another qualified plan, the five-year holding period began the date of the first contribution made to that prior plan); and
- Contributions (or conversions, as applicable) and earnings are not withdrawn until you reach age 59½, die or become disabled.

Upon a “qualified distribution,” the earnings on your Roth contributions or rollover will not be subject to federal income taxes when distributed. If these conditions are not met, any distributions of your Roth amounts will be considered “nonqualified withdrawals.” This means that the portion of the distribution that represents earnings will be subject to ordinary income tax and possibly a 10% early distribution penalty for premature distributions. However, the portion of the withdrawal that represents a return of your Roth contributions would not be subject to tax.

## DXC Common Stock

If you elect to receive the taxable portion of your DXC Stock Fund balance in the form of shares of DXC common stock (rather than rolling it over), your shares can be taxed on the “cost” to the Plan at the time they are distributed to you rather than on their full fair market value. Subsequent sale of the stock may result in capital gains treatment on any net unrealized appreciation, as long as the payment qualifies as a lump-sum withdrawal. For more information on these guidelines, please refer to the **Special Tax Notice** on page 43.

## Additional Income Tax

If you receive a payment from the Plan before you reach age 59½ and you don't roll it over, then you may have to pay an early withdrawal penalty equal to 10% of the taxable portion of the payment. This additional 10% early withdrawal penalty does not apply if at least one of the following conditions is met. Your payment is:

- paid to you because you terminate employment with your employer during or after the year you reach age 55;
- paid because of a total and permanent disability;
- paid to you as equal (or almost equal) payments over your life or life expectancy (or your and your beneficiaries' lives or life expectancies) of at least 10 or more years;



- used to pay certain deductible medical expenses;
- directly paid from the Plan to the federal government to satisfy a federal income tax levy;
- paid to your spouse or other beneficiary following your death;
- paid to you after age 59½, even if you're still working;
- paid to an alternative payee according to a qualified domestic relations order (QDRO); or
- paid to you for health insurance premiums if you have been unemployed for a specific time period.

For more information on the additional 10% early withdrawal penalty, please refer to the **Special Tax Notice** on page 43.

## Plan Administration

The following summarizes important information about the Plan.

### General Information

<b>Plan Sponsor</b>	DXC Technology Company 20408 Bashan Drive, Suite 231 Ashburn, VA 20147-5552 703-972-7000
<b>Employer Identification Number</b>	61-1800317
<b>Plan Number</b>	001
<b>Plan Administrator</b>	DXC Employee Benefits Fiduciary Committee c/o DXC Technology Company 20408 Bashan Drive, Suite 231 Ashburn, VA 20147-5552 703-972-7000
<b>Trustee for the Plan</b>	Fidelity Management Trust Company 245 Summer Street Boston, MA 02210
<b>Agent for Service of Legal Process</b>	DXC Technology Company 20408 Bashan Drive, Suite 231 Ashburn, VA 20147-5552 703-972-7000



	Legal Process may also be served on the Trustee
<b>Plan Type</b>	401(k) profit-sharing/defined contribution/ESOP plan. The Plan is also an ERISA Section 404(c) plan.
<b>Plan Year</b>	January 1 – December 31

## Participating Employers

In some cases, certain affiliates and subsidiaries of DXC have decided to participate in the Plan and offer the benefits described in this SPD. These entities are referred to as “participating employers” and the term “Employer” as used throughout this SPD refers to DXC and all participating employers. Here is a list of all the participating employers in the Plan. This list may change from time to time, and any company may end its participation in the Plan at any time.

- Axon Puerto Rico, Inc.
- CSC Covansys Corporation
- DXC Technology Services LLC
- eBECS
- Sable37 Inc.
- UXC Eclipse (USA) LLC
- Wendover Financial Services Corporation
- Xchanging Systems and SVCS, Inc.
- CSC Consulting, Inc.
- Computer Sciences Corporation
- DXC US Agility Platform, Inc.
- Fruition Partners
- Luxoft USA, Inc.
- Tribridge Holdings, LLC
- UXC Eclipse (AES) LLC
- Xchanging Solutions USA, Inc.

## Your Rights Under ERISA

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (“**ERISA**”). ERISA provides that all Plan participants shall be entitled to:

- Examine, without charge, at the office of the Plan Administrator, all plan documents governing the Plan including insurance contracts and copies of all documents filed with the U.S. Department of Labor, such as the latest annual report (Form 5500 Series).
- Obtain, upon written request to the Plan Administrator, copies of all plan documents governing the Plan and other plan information (e.g., insurance contracts, the latest annual report (Form 5500 Series), and updated summary plan description). The Plan Administrator may make reasonable charges for the copies.
- Receive a summary of the Plan’s annual financial report. (The Plan Administrator is required by law to furnish each participant with a copy of such summary report.)



## Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your plan, called “fiduciaries” of the plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

## Enforce Your Rights

If your claim for a benefit is denied or ignored, in whole or in part, you have the right to know why this was done, to obtain copies of documents relating to the decision free of charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance:

- If you request a copy of the plan documents or the latest annual report from the Plan Administrator and do not receive it within 30 days, you may file suit in a U.S. federal court. In such a case, the court may require the Plan Administrator to provide the information and pay up to \$110 a day until you receive the materials, unless they were not sent because of reasons beyond the control of the Plan Administrator.
- If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a U.S. state or federal court. In addition, if you disagree with the Plan’s decision, or lack thereof, concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court.
- If it should happen that the Plan fiduciaries misuse the Plan’s money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a U.S. federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim to be frivolous.

## Assistance with Your Questions

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.



## Claiming Benefits

This section provides a comprehensive overview of the claims and appeals process under the Plan. It includes detailed information about what happens at each step in the process, as well as important timing requirements.

### Filing Your Initial Claim for Benefits

An initial claim, whether related to Plan benefits, eligibility for the Plan, or how the Plan operates, must be filed in writing with the Plan Administrator. Claims should be made on forms provided by the Plan Administrator.

### Receiving Notification if an Initial Claim is Denied

If an initial claim is denied, the Plan Administrator will notify you within a reasonable period of time, not to exceed 90 days. However, under certain circumstances, the Plan Administrator is allowed a 90-day extension of time to notify you of a denied benefit for matters beyond the Plan's control. If your initial claim is denied, the Plan Administrator is legally required to provide an explanation for the denial, which will include the following:

- The specific reason(s) for the denial;
- Reference to the specific Plan provisions on which the denial is based;
- A description of any additional material or information needed to process your claim and an explanation of why that material or information is necessary; and
- A description of the Plan's appeal procedures and time limits, including a statement of your right to bring a civil action under ERISA Section 502(a) after, and if, your appeal is denied.

### Filing an Appeal if an Initial Claim for Benefits is Denied

If your claim is denied, you have the right to appeal the decision. The Plan Administrator has final fiduciary responsibility for appeals under the Plan, but the DXC Benefit Claims Committee has been delegated the responsibility and authority to review and decide routine benefit claims.

If your initial claim is denied, you or your authorized representative may file an appeal of the decision with the Benefit Claims Committee within 60 days following receipt of the claim denial. In your appeal, you have the right to:

- submit written comments, documents, records, and other information relating to your claim.
- request, free of charge, reasonable access to, and copies of, all documents, records and other information that (i) was relied upon in denying the claim, (ii) was submitted, considered, or generated in the course of denying the claim, regardless of whether it was relied on in making the decision, and (iii)



demonstrates compliance with the administrative processes and safeguards required in denying the claim; and

- a review of your claim that takes into account all comments, documents, records, and other information submitted or considered in the initial decision to deny the claim.

## **Receiving Notification if Your Appeal is Denied**

If your appeal is subsequently denied, the Plan Administrator is legally required to notify you in writing of this decision within 60 days of receipt of the appeal. (If your appeal is approved, you will be notified of the approval within a similar timeframe.) The Plan Administrator is allowed to take one 60-day extension to notify you of a denied appeal for matters beyond the Plan's control. If an extension is necessary, the Plan Administrator will notify you before the end of the original notification period. This notification will include the reason(s) for the extension and the date the Plan Administrator expects to provide a decision on your appeal for the denied benefit.

If an appeal is denied, the Plan Administrator is legally required to provide an explanation for the denial, which will include the following:

- the specific reason(s) for the denial;
- references to the specific Plan provisions on which the denial is based;
- a statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits; and
- a statement of your right to bring a civil action under ERISA Section 502(a).

## **Filing a Court Action if Your Appeal is Denied**

If your appeal is denied (in whole or in part), you may file suit in a U.S. federal court. If you are successful, the court may order the defending person or organization to pay your related legal fees. If you lose, the court may order you to pay these fees (for example, if the court finds your claim frivolous). You may contact the U.S. Department of Labor for information about other available options.

You may not file suit until the claims and appeals procedures discussed above have been fully exhausted. In addition, if you bring a civil action under ERISA, you must commence the action within the earlier of (i) one year of the date of the denial of your final appeal or (ii) three years after the date when you were otherwise eligible to file your initial claim regardless of any state or federal statutes relating to limitations of actions.

## **Claims Involving a Determination of Disability**

To the extent the Plan Administrator's determination of your disability is required to decide a claim, the following special rules will apply.

- The 90-day period in which the Plan Administrator will decide your claim will be shortened to 45 days. This 45-day period may be extended by 30 days if the Plan Administrator determines the extension is necessary due to circumstances



outside the Plan's control, provided that you are notified before the end of the 45-day period. If before the end of the 30-day extension period, the Plan Administrator determines that additional time is necessary, the period may be extended for a second 30-day period, provided that you are notified before the end of the first 30-day extension period. Such notice must specify the circumstances requiring the extension and the date as of which the Plan Administrator expects to render a decision.

- If your claim is partially or fully denied, you will have 180 days, rather than 60 days, to appeal your claim.
- Before the Plan can uphold any denial on appeal, the Plan Administrator will provide, free of charge:
  - any new or additional evidence considered, relied upon, or generated by the Plan (or at the direction of the Plan) in connection with the claim; such evidence will be provided as soon as possible and sufficiently in advance of the date on which the appeal denial notice is required to be provided to give you a reasonable opportunity to respond prior to that date; and
  - in the event a denial is upheld due to a new or additional rationale, the new or additional rationale, which shall be provided as soon as possible and sufficiently in advance of the date on which the appeal denial notice is required to be provided to give you a reasonable opportunity to respond prior to that date.
- If you decide to appeal the Plan Administrator's decision, the review of your denied claim will meet the following standards:
  - the review will not give deference to the initial denial;
  - the review will be conducted by an appropriate named fiduciary who is neither the party who made the initial denial nor a subordinate of that party;
  - in the case of a denial which was based in whole or in part on a medical judgment, the review provides that the named fiduciary will consult with health care professionals (who have appropriate training and experience in the particular field of medicine involved in the medical judgment) in deciding the appeal of the denial; and
  - the review provides, upon your written request, for the identification of the medical or vocational experts whose advice was obtained in connection with the initial denial, without regard to whether the advice was relied upon in making the determination.
- The 60-day period in which the Plan Administrator will decide the appeal will be shortened to 45 days. This 45-day period may be extended by an additional 45 days if the Plan Administrator determines the extension is necessary due to circumstances outside the Plan's control, provided that you are notified before the end of the initial 45-day period.
- Any claim or appeal denial notice will include:
  - a discussion of the decision, including an explanation of the basis for disagreeing with or not following (i) the views presented by you of health care



and/or vocational professionals, (ii) the views of medical and/or vocational experts whose advice was obtained on behalf of the Plan, regardless of whether such advice was relied upon, and (iii) a disability determination made by the Social Security Administration;

- if the denial is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to the claimant’s medical circumstances, or a statement that such explanation will be provided free of charge upon request;
- either the specific internal rules, guidelines, protocols, standards or other similar criterion of the Plan relied upon, or a statement that such rules, guidelines, protocols, standards or other similar criterion of the Plan do not exist; and
- solely for appeal denial notices, any applicable contractual limitations period that applies to your right to bring an action under ERISA Section 502(a).

## Other Important Information

In addition to the details provided on the other pages, below you’ll find more important information. If you have any additional questions about the Plan, please contact the DXC Wealth & Retirement Center.

## Plan Administrator

The Plan Administrator has complete authority in its sole discretion to interpret, construe and administer the terms of the Plan and to decide any dispute which may arise under the Plan. The Plan Administrator may adopt such rules, regulations and forms as it deems desirable for the conduct of its affairs and for the administration of the Plan. The Plan Administrator may grant exclusive authority and discretion to manage and control all or any portion of the assets of the Plan to the trustee or an investment manager appointed pursuant to the Plan. Any action taken by the Plan Administrator in the exercise of authority conferred upon it by the Plan is conclusive and binding upon all participants and their beneficiaries, and all discretionary powers conferred upon the Plan Administrator are absolute, provided they are exercised in a uniform and non-discriminatory manner.

## Information Provided Pursuant to Federal Securities Laws

This SPD constitutes part of a prospectus (the “Section 10(a) Prospectus”) covering securities that have been registered under the Securities Act of 1933.

## Securities to be Offered

An aggregate of 10,000,000 shares of DXC common stock may be issued under the Plan. DXC common stock is purchased or sold by the Plan trustee (i) on a national securities exchange, (ii) from or to DXC, or (iii) elsewhere, as the Plan Administrator may direct. If purchases or sales are made other than on a national securities exchange, the



price in the case of a purchase will be no more than, and in the case of a sale will be no less than, the closing quotation on the date of such purchase or sale of such DXC common stock on the national securities exchange on which the stock is traded, adjusted for brokerage fees, commissions and other handling charges.

## **Incorporation of Certain Documents by Reference**

The documents incorporated by reference in the registration statement pursuant to which the securities covered hereby are registered are hereby incorporated in this SPD by reference. All documents subsequently filed by DXC pursuant to Section 13(a), 13(c) or 15(d) of the Exchange Act will be deemed to be incorporated by reference in this SPD and to be a part hereof from the date of the filing of such documents.

DXC will provide without charge to each person to whom a copy of this SPD is delivered, upon the written or oral request of any such person, a copy of any or all of the documents incorporated herein by reference (other than exhibits to such documents), and any other document (besides this SPD) that constitutes part of the Section 10(a) Prospectus. Written and oral requests for copies of documents should be directed to Total Rewards, DXC Technology Company, 20408 Bashan Drive, Suite 231, Ashburn, Virginia 20147-5552, (703) 972-7000.

## **No Assignment of Benefits/QDROs**

Benefits provided under the Plan cannot be pledged, assigned, encumbered, or garnished in payment of any debt. However, the Plan will comply with the federal laws regarding Qualified Domestic Relations Orders ("QDROs") providing child support, alimony or marital property rights to spouses, former spouses, children or other payees (referred to as "Alternate Payees"). The order must specify:

- The names and addresses of the Plan participant and each Alternate Payee;
- The amount or percentage of the participant's benefit to be paid (or how the amount is to be determined); and
- The number of payments or the time period payments are required.

The order cannot:

- Provide that benefits be paid in any form or amount inconsistent with Plan provisions; or
- Be inconsistent with any other existing order.

If an Employer receives a QDRO that affects your benefits, you will be notified. A copy of the Plan's QDRO procedures is available, free of charge, at [qdro.fidelity.com](http://qdro.fidelity.com).

## **Top Heavy Provisions**

Under federal income tax law, the Plan is required to contain certain provisions that will become operative if it becomes "top heavy." The Plan will be considered top heavy if the account balances for certain "key employees" exceed 60% of all account balances of all participants. In view of the large number of non-key employees benefited by the Plan, it is unlikely that the Plan will ever become top heavy. If it does, vesting will accelerate, certain additional minimum benefits (or contributions) may be required to be



provided by DXC, and an overall limit on Compensation taken into account under the Plan will apply.

## **Right to Amend or Terminate**

DXC expects to continue the Plan, but it reserves the right to modify, amend or terminate it at any time. However, no amendment or termination will cause any Plan assets to be used for or diverted to any purpose other than the exclusive benefit of participants or their beneficiaries, and no amendment may reduce or eliminate any participant's accrued benefit under the Plan. In the event of a complete or partial termination of the Plan or a complete discontinuance of contributions to the Plan, affected participants will become fully vested.

## **When Benefits May Not Be Payable**

Your benefit may be reduced or eliminated under certain circumstances, which include:

- If you stop working for your Employer before you are fully vested in your account, and receive a distribution from the Plan at the time of your separation, you will forfeit the non-vested portion of your account. If you are re-employed with an Employer within five years of your separation and you repay the previously distributed amount within five years of your re-employment date, the previously forfeited amounts will be restored to your account.
- If you stop working for your Employer before your account is fully vested and do not receive a distribution from the Plan, you forfeit the non-vested portion of your account if you are not re-employed before incurring five consecutive one-year breaks in service (or you receive a distribution, if earlier).
- If all or a portion of your account balance is held for, or paid to, an Alternate Payee under a court-issued QDRO, your benefit will be reduced by that amount.
- If an Employer is required to limit contributions to your account due to a restriction imposed by federal law or regulation, you will not be entitled to make or be credited with any contributions in excess of the permitted contributions. Your account balance may be reduced by any contributions made in excess of federal limits.
- If your Employer is unable to locate you or your beneficiary within reasonable efforts, within a reasonable time after your benefits become payable, your benefits will be forfeited. However, if you or your beneficiary are later located, the forfeited amount will be restored. You must therefore keep the Plan informed of your current mailing address for as long as you are entitled to benefits under the Plan.

## **Pension Benefit Guaranty Corporation**

The Plan is a defined contribution plan. Because benefits under the Plan are fully funded, benefits are not insured through the Pension Benefit Guaranty Corporation under Title IV of ERISA because the insurance provisions are not applicable to this type of plan.



## Missing Participants

In the event benefits are payable to a Participant, Beneficiary or any other person and after reasonable efforts such person cannot be located for the purpose of paying the benefit, the person conclusively shall be presumed to be missing and the benefit will be forfeited. However, the benefit will be restored in the event such Participant, Beneficiary or other person is subsequently located and make a valid claim with respect to such benefits.

## Not a Contract of Employment

Neither this SPD nor the benefits described herein create a contract of employment or a guarantee of employment between DXC and any individual.

## Plan Documents Control

Your benefit as a participant in the Plan is provided under the terms of the official plan documents, trust agreements, policies, contracts, and other governing documents. This SPD describes the major features of the Plan but is not intended to cover every detail contained in these official plan documents. If there is a discrepancy between these official plan documents and this SPD, the official plan documents will govern and control.

## Special Rules for Certain Participant Groups

This section of the SPD contains the special rules that apply to certain designated participant groups.

### Eligibility

In addition to the general exclusion categories in the section entitled "**Eligibility**" on page 6, you are not eligible to participate in the Plan if you are a person who is in one of the following categories:

- any employee (i) performing work on the 2010 federal Census project pursuant to the DRIS contract and (ii) classified as an Operations Test and Dry Run Temporary Employee who is hired on or after June 1, 2009 and on or before September 30, 2009;
- any employee (i) performing work on the 2010 federal Census project pursuant to the DRIS contract and (ii) classified as an SCA Temporary Employee who is hired on or after September 1, 2009 and on or before December 31, 2010; and
- any employee who transferred employment from Computer Sciences Corporation to CSC Government Solutions LLC or to CSC State and Local Solutions LLC on July 4, 2015, who was not participating in the Plan on July 3, 2015.



## **Certain Participants Represented by the CWA Union**

If you are a former participant in the CSC Outsourcing Inc. Hourly Savings Plan (the "HSP Plan") or the CSC Outsourcing Inc. CUTW Hourly Savings Plan (the "CUTW Plan") who is represented by the Communications Workers of America (the "CWA Union"), you may only contribute between 1% and 16% of your Compensation in whole percentages.

## **Certain Former CAP Participants**

If you are a former participant in the DynCorp Capital Accumulation and Retirement Plan (the "CAP") that is covered by a collective bargaining agreement that provided for participation in the CAP, Compensation means your total W-2 wages, including pre-tax and/or Roth contributions made under the Plan and contributions made by salary reduction to a plan or program established in accordance with Code Section 125, 129, 132(f) or 457, and excluding premiums paid to an Employer's life insurance plan for coverage above \$50,000, the value of car or commuting allowances provided by an Employer, expense reimbursement and other fringe benefits and, for highly compensated employees, excluding distributions of compensation deferred during a prior period and related earnings, supplemental retirement plans, and long-term incentive plan awards or distributions, such as restricted stock and stock options.

## **After-tax Contributions**

In general, you are not permitted to make voluntary after-tax contributions to the Plan. However, if you are a former participant in the HSP Plan or CUTW Plan and are represented by the CWA Union, you may make after-tax contributions of between 1% and 16% of your base pay in whole percentages. In addition, if you are a former participant in the HSP Plan or CUTW Plan and are represented by the International Association of Machinists and Aerospace Workers (the "IAM Union"), the Office & Professional Employees International Union (the "OPEIU"), or the Marine Draftsmen's Association (the "MDA Union"), you may choose to make after-tax contributions to the Plan instead of pre-tax and/or Roth contributions. If you are represented by the IAM Union, the OPEIU or MDA Union, you may contribute between 1% and 25% of your base pay in whole percentages as after-tax contributions. In addition, if you are represented by the MDA Union and choose to make after-tax contributions instead of pre-tax and/or Roth contributions, once you stop making after-tax contributions to the Plan you lost the option to make such after-tax contributions and are only able to make pre-tax and/or Roth contributions going forward.

## **Transfer from Prior Plan**

During certain election periods which have ended, participants in the Computer Sciences Corporation Employee Stock Purchase Plan (the "Prior Plan") were given the option to withdraw all amounts in their employer contributions and retirement accounts maintained under the Prior Plan. In the case of participants who did not make such an election, amounts attributable to employer contributions under the Prior Plan were transferred to the retirement account under the Plan.

## **Matching Contributions**



The following are exceptions to matching contributions for certain participant groups:

- Employees that are former participants in the CUTW Plan whose accounts were merged into the Plan and who are represented by the CWA Union receive a matching contribution of 66-2/3% for every after-tax dollar contributed to the Plan by the employee, up to the first 6% of the employee's base pay (B35J). Otherwise, if terminated and then rehired, they receive a matching contribution of 50% for every pre-tax and/or Roth contribution, up to the first 6% of the employee's base pay (B35W).
- Employees that are former participants in the HSP Plan whose accounts were merged into the Plan and who are represented by the OPEIU or MDA Union receive a matching contribution of 60% on the first 4% of after-tax contributions and 40% of the next 4% of after-tax contributions, up to 8% of the employee's base compensation (B401). Otherwise, they receive a matching contribution of 50% of the first 6% of any pre-tax and/or Roth contribution (B350).
- Employees who transitioned to Computer Sciences Corporation with the SwissRe contract on January 1, 2012 receive a matching contribution of 50% on the first 6% of base compensation contributed to the Plan by the employee, plus a discretionary contribution of 6% of base compensation (B69A & B69B).
- Effective January 1, 2023, Participants who transfer to Luxoft USA, Inc. ("Luxoft") or an affiliate thereof on or after January 1, 2023 shall receive a matching contribution with respect to their participation in the Plan for the Plan Year in which such transfer occurs. For the avoidance of doubt, the Luxoft plan merged into the Plan effective December 31, 2025.

## **Discretionary Contributions for Former CAP and SARP Participants**

An Employer may make a "Special SCA Discretionary Contribution" to accounts of participants who (i) are former participants in the CAP or the DynCorp Savings and Retirement Plan (the "SARP"); (ii) are not highly compensated employees; and (iii) are "Service Employees" as defined in Section 22.1001 of the Federal Acquisition Regulations. Such Special SCA Discretionary Contributions are allocated to each such participant on the basis of hours paid, not to exceed 40 hours per work week. In addition to, or instead of, Special SCA Discretionary Contributions, an Employer may make a "Special SCA Compliance Contribution" to accounts of participants who (i) are former participants in the CAP or SARP; (ii) are not highly compensated employees; and (iii) are "Service Employees" as defined in Section 22.1001 of the Federal Acquisition Regulations. Such Special SCA Compliance Contributions will be made in an amount necessary to satisfy the area wage determination, consistent with the requirements of the Service Contract Act, on a basis other than hours worked per week, as determined by the Plan Administrator.

An Employer may also make discretionary employer contributions to accounts of participants who are former participants in the CAP in an amount equal to at least 2% of that participant's Compensation and discretionary employer contributions to accounts of participants who are former participants in the SARP in an amount equal to at least 1% of that participant's Compensation. These discretionary employer contributions will



generally be invested in the DXC Stock Fund, but are subject to special conditions contained in Appendix B of the CAP and Appendix B of the SARP which may cause such contributions to be invested in an investment fund other than the DXC Stock Fund.

## Vesting

Certain collectively bargained employees and former Swiss Re employees have a 5-year graded vesting period as follows:

<b>Number of Years of Service</b>	<b>Vested Interest</b>
<b>1</b>	<b>0%</b>
<b>2</b>	<b>25%</b>
<b>3</b>	<b>50%</b>
<b>4</b>	<b>75%</b>
<b>5 or more</b>	<b>100%</b>

If you are partially vested in your matching contributions account on the date you terminate employment, you will forfeit the non-vested portion of your account. However, if you are re-employed before incurring five consecutive breaks in service (generally a five consecutive year period following your termination of employment), your period of service will count towards the vesting requirement.

## Distribution Options for Former CAP and SARP Participants

Special rules apply to former participants in the CAP and SARP. If you are a former participant in the CAP or SARP, you can elect to receive a distribution of all or part of your "ESOP Account" (as defined in the CAP and SARP) that was merged into the Plan when you reach age 55 and have five years of Plan participation (including any time as a CAP or SARP participant). In addition, you can elect to receive an in-kind distribution of 25% of the shares in your CAP or SARP ESOP Account, as applicable, when you reach age 55 and have at least ten years of Plan participation (including any time as a CAP or SARP participant). You must make the election to receive such shares within 90 days after the end of any Plan Year within the six (6) year period starting with the Plan Year you complete ten years of Plan participation (including any time as a CAP or SARP participant) and have reached age 55. During the sixth year of this period, you can elect to receive an in-kind distribution of 50% of the shares in your CAP or SARP ESOP Account, as applicable, less any amounts already distributed to you in accordance with this distribution option.

## SPECIAL TAX NOTICE

THIS NOTICE CONTAINS IMPORTANT INFORMATION YOU WILL NEED BEFORE YOU DECIDE HOW TO RECEIVE YOUR PLAN BENEFITS. THIS APPENDIX CONSTITUTES A "SECTION 402(f)" NOTICE THAT IS REQUIRED BY THE IRS TO BE PROVIDED TO ALL



PLAN PARTICIPANTS. YOU WILL RECEIVE A SUMMARY OF THIS NOTICE WHEN YOU REQUEST A PAYMENT THAT IS ELIGIBLE FOR ROLLOVER TREATMENT.

If you have additional questions regarding the tax implications of a payment under the Plan, you should contact a professional tax adviser or you may contact the Plan Administrator.

Under present law, so long as the Plan maintains its qualified status under Sections 401(a) and 401(k) of the Code, you will not incur any federal income tax on any contributions to the Plan, any earnings that are credited to your Account, or any increase in the value of the employer stock in your Plan Account before your Account is withdrawn or distributed under the Plan. Contributions to the Plan may be subject to FICA withholding. The taxable amount of a distribution from your Account received by you upon your termination of employment, or by your beneficiary upon your death, will be subject to tax at ordinary income tax rates, unless you roll it over to an IRA or another eligible retirement plan.

Unrealized appreciation in the value of any employer stock in your Account at the time of distribution that is not included in your gross income as part of the distribution, but which you subsequently realize upon the sale of your employer stock, will be eligible for capital gain treatment. However, with regard to any further appreciation in the stock after distribution from the Plan, the capital gains rate on that portion is determined by your actual holding period in the stock after it is distributed to you from the Plan. For federal income tax withholding purposes, your cost basis is the current taxable value of the stock you receive as a part of the lump sum.

You are encouraged to read this Appendix carefully because all or part of a payment to you from the Plan may be eligible for rollover by you or the Plan Administrator to a traditional IRA, Roth IRA or another employer plan.

## **Your Rollover Options for Non-Roth Amounts**

You are receiving this notice because all or a portion of a payment you are receiving from the DXC Technology Matched Asset Plan (the "Plan") is eligible to be rolled over to an IRA or an employer plan. This notice is intended to help you decide whether to do such a rollover.

This notice describes the rollover rules that apply to payments from the Plan that are not from a designated Roth account. See below for a description of the rollover rules that apply to payments from the Plan that are from designated Roth accounts. If you also receive a payment from a designated Roth account in the Plan, the Plan Administrator or the payor will tell you the amount that is being paid from each account.

Rules that apply to most payments from a plan are described in the "General Information about Rollovers" section. Special rules that only apply in certain circumstances are described in the "Special Rules and Options" section.

### **General Information about Rollovers**

#### **How can a rollover affect my taxes?**

You will be taxed on a payment from the Plan if you do not roll it over. If you are under age 59½ and do not do a rollover, you will also have to pay a 10% additional income tax on early distributions (generally, distributions made before age 59½), unless an



exception applies. However, if you do a rollover, you will not have to pay tax until you receive payments later and the 10% additional income tax will not apply if those payments are made after you are age 59½ (or if an exception to the 10% additional income tax applies).

### **What types of retirement accounts and plans may accept my rollover?**

You may roll over the payment to either an IRA (an individual retirement account or individual retirement annuity) or an employer plan (a tax-qualified plan, section 403(b) plan, or governmental section 457(b) plan) that will accept the rollover. The rules of the IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the IRA or employer plan (for example, IRAs are not subject to spousal consent rules, and IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the IRA or employer plan.

### **How do I do a rollover?**

There are two ways to do a rollover. You can do either a direct rollover or a 60-day rollover.

If you do a direct rollover, the Plan will make the payment directly to your IRA or an employer plan. You should contact the IRA sponsor or the administrator of the employer plan for information on how to do a direct rollover.

If you do not do a direct rollover, you may still do a rollover by making a deposit into an IRA or eligible employer plan that will accept it. Generally, you will have 60 days after you receive the payment to make the deposit. If you do not do a direct rollover, the Plan is required to withhold 20% of the payment for federal income taxes (up to the amount of cash and property received other than employer stock). This means that, in order to roll over the entire payment in a 60-day rollover, you must use other funds to make up for the 20% withheld. If you do not roll over the entire amount of the payment, the portion not rolled over will be taxed and will be subject to the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

### **How much may I roll over?**

If you wish to do a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the Plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the joint lives or joint life expectancies of you and your beneficiary);
- Required minimum distributions after age 73 (72 if you attained that age before January 1, 2023; 70½ if you attained that age on or before December 31, 2019), or after death;
- Hardship distributions;
- Payments of employee stock ownership plan (ESOP) dividends;
- Corrective distributions of contributions that exceed tax law limitations;
- Loans treated as deemed distributions (for example, loans in default due to missed payments before your employment ends);
- Cost of life insurance paid by the Plan;



- Payments of certain automatic enrollment contributions that you request to withdraw within 90 days of your first contribution;
- Amounts treated as distributed because of a prohibited allocation of S corporation stock under an ESOP (also, there generally will be adverse tax consequences if you roll over a distribution of S corporation stock to an IRA); and
- Distributions of certain premiums for health and accident insurance.

The Plan administrator or the payor can tell you what portion of a payment is eligible for rollover.

**If I don't do a rollover, will I have to pay the 10% additional income tax on early distributions?**

If you are under age 59½, you will have to pay the 10% additional income tax on early distributions for any payment from the Plan (including amounts withheld for income tax) that you do not roll over, unless one of the exceptions listed below applies. This tax applies to the part of the distribution that you must include in income and is in addition to the regular income tax on the payment not rolled over.

The 10% additional income tax does not apply to the following payments from the Plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation;
- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the joint lives or joint life expectancies of you and your beneficiary);
- Payments from a governmental plan made after you separate from service if you are a qualified public safety employee and you will be at least age 50 in the year of the separation;
- Payments made due to disability;
- Payments after your death;
- Payments of ESOP dividends;
- Corrective distributions of contributions that exceed tax law limitations;
- Cost of life insurance paid by the Plan;
- Payments made directly to the government to satisfy a federal tax levy;
- Payments made under a qualified domestic relations order (QDRO);
- Payments of up to \$5,000 made to you from a defined contribution plan if the payment is a qualified birth or adoption distribution;
- Payments up to the amount of your deductible medical expenses (without regard to whether you itemize deductions for the taxable year);
- Certain payments made while you are on active duty if you were a member of a reserve component called to duty after September 11, 2001 for more than 179 days;



- Payments of certain automatic enrollment contributions that you request to withdraw within 90 days of your first contribution;
- Payments excepted from the additional income tax by federal legislation relating to certain emergencies and disasters; and
- Phased retirement payments made to federal employees.

### **If I do a rollover to an IRA, will the 10% additional income tax apply to early distributions from the IRA?**

If you receive a payment from an IRA when you are under age 59 ½, you will have to pay the 10% additional income tax on early distributions on the part of the distribution that you must include in income, unless an exception applies. In general, the exceptions to the 10% additional income tax for early distributions from an IRA are the same as the exceptions listed above for early distributions from a plan. However, there are a few differences for payments from an IRA, including:

- The exception for payments made after you separate from service if you will be at least age 55 in the year of the separation (or age 50 for qualified public safety employees) does not apply;
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to an IRA of a spouse or former spouse); and
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service.

Additional exceptions apply for payments from an IRA, including:

- Payments for qualified higher education expenses;
- Payments up to \$10,000 used in a qualified first-time home purchase; and
- Payments for health insurance premiums after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

### **Will I owe State income taxes?**

This notice does not address any State or local income tax rules (including withholding rules).

### **Special Rules and Options**

#### **If your payment includes after-tax contributions**

After-tax contributions included in a payment are not taxed. If you receive a partial payment of your total benefit, an allocable portion of your after-tax contributions is included in the payment, so you cannot take a payment of only after-tax contributions. However, if you have pre-1987 after-tax contributions maintained in a separate account, a special rule may apply to determine whether the after-tax contributions are included in the payment. In addition, special rules apply when you do a rollover, as described below.



You may roll over to an IRA a payment that includes after-tax contributions through either a direct rollover or a 60-day rollover. You must keep track of the aggregate amount of the after-tax contributions in all of your IRAs (in order to determine your taxable income for later payments from the IRAs). If you do a direct rollover of only a portion of the amount paid from the Plan and at the same time the rest is paid to you, the portion rolled over consists first of the amount that would be taxable if not rolled over. For example, assume you are receiving a distribution of \$12,000, of which \$2,000 is after-tax contributions. In this case, if you directly roll over \$10,000 to an IRA that is not a Roth IRA, no amount is taxable because the \$2,000 amount not rolled over is treated as being after-tax contributions. If you do a direct rollover of the entire amount paid from the Plan to two or more destinations at the same time, you can choose which destination receives the after-tax contributions.

Similarly, if you do a 60-day rollover to an IRA of only a portion of a payment made to you, the portion rolled over consists first of the amount that would be taxable if not rolled over. For example, assume you are receiving a distribution of \$12,000, of which \$2,000 is after-tax contributions, and no part of the distribution is directly rolled over. In this case, if you roll over \$10,000 to an IRA that is not a Roth IRA in a 60-day rollover, no amount is taxable because the \$2,000 amount not rolled over is treated as being after-tax contributions.

You may roll over to an employer plan all of a payment that includes after-tax contributions, but only through a direct rollover (and only if the receiving plan separately accounts for after-tax contributions and is not a governmental section 457(b) plan). You can do a 60-day rollover to an employer plan of part of a payment that includes after-tax contributions, but only up to the amount of the payment that would be taxable if not rolled over.

### **If you miss the 60-day rollover deadline**

Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. Under certain circumstances, you may claim eligibility for a waiver of the 60-day rollover deadline by making a written self-certification. Otherwise, to apply for a waiver from the IRS, you must file a private letter ruling request with the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs).

### **If your payment includes employer stock that you do not roll over**

If you do not do a rollover, you can apply a special rule to payments of employer stock (or other employer securities) that are either attributable to after-tax contributions or paid in a lump sum after separation from service (or after age 59½, disability, or the participant's death). Under the special rule, the net unrealized appreciation on the stock will not be taxed when distributed from the Plan and will be taxed at capital gain rates when you sell the stock. Net unrealized appreciation is generally the increase in the value of employer stock after it was acquired by the Plan. If you do a rollover for a payment that includes employer stock (for example, by selling the stock and rolling over the proceeds within 60 days of the payment), the special rule relating to the distributed employer stock will not apply to any subsequent payments from the IRA or, generally,



the Plan. The Plan administrator can tell you the amount of any net unrealized appreciation.

### **If you have an outstanding loan that is being offset**

If you have an outstanding loan from the Plan, your Plan benefit may be offset by the outstanding amount of the loan, typically when your employment ends. The loan offset amount is treated as a distribution to you at the time of the offset. Generally, you may roll over all or any portion of the offset amount. Any offset amount that is not rolled over will be taxed (including the 10% additional income tax on early distributions, unless an exception applies). You may roll over offset amounts to an IRA or an employer plan (if the terms of the employer plan permit the plan to receive plan loan offset rollovers).

How long you have to complete the rollover depends on what kind of plan loan offset you have. If you have a qualified plan loan offset, you will have until your tax return due date (including extensions) for the tax year during which the offset occurs to complete your rollover. A qualified plan loan offset occurs when a plan loan in good standing is offset because your employer plan terminates, or because you sever from employment. If your plan loan offset occurs for any other reason (such as a failure to make level loan repayments that results in a deemed distribution), then you have 60 days from the date the offset occurs to complete your rollover.

### **If you were born on or before January 1, 1936**

If you were born on or before January 1, 1936 and receive a lump sum distribution that you do not roll over, special rules for calculating the amount of the tax on the payment might apply to you. For more information, see IRS Publication 575, Pension and Annuity Income.

### **If you roll over your payment to a Roth IRA**

If you roll over a payment from the Plan to a Roth IRA, a special rule applies under which the amount of the payment rolled over (reduced by any after-tax amounts) will be taxed. However, the 10% additional income tax on early distributions will not apply (unless you take the amount rolled over out of the Roth IRA within 5 years, counting from January 1 of the year of the rollover).

If you roll over the payment to a Roth IRA, later payments from the Roth IRA that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a Roth IRA is a payment made after you are age 59½ (or after your death or disability, or as a qualified first-time homebuyer distribution of up to \$10,000) and after you have had a Roth IRA for at least 5 years. In applying this 5-year rule, you count from January 1 of the year for which your first contribution was made to a Roth IRA. Payments from the Roth IRA that are not qualified distributions will be taxed to the extent of earnings after the rollover, including the 10% additional income tax on early distributions (unless an exception applies). You do not have to take required minimum distributions from a Roth IRA during your lifetime. For more information, see IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs), and IRS Publication 590-B, Distributions from Individual Retirement Arrangements (IRAs).

### **If you are not a plan participant**

Payments after death of the participant. If you receive a distribution after the participant's death that you do not roll over, the distribution generally will be taxed in



the same manner described elsewhere in this notice. However, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, and the special rule described under the section "If you were born on or before January 1, 1936" applies only if the deceased participant was born on or before January 1, 1936.

### **If you are a surviving spouse**

If you receive a payment from the Plan as the surviving spouse of a deceased participant, you have the same rollover options that the participant would have had, as described elsewhere in this notice. In addition, if you choose to do a rollover to an IRA, you may treat the IRA as your own or as an inherited IRA.

An IRA you treat as your own is treated like any other IRA of yours, so that payments made to you before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies) and required minimum distributions from your IRA do not have to start until after you are age 73 (70½ if you were born before July 1, 1949).

If you treat the IRA as an inherited IRA, payments from the IRA will not be subject to the 10% additional income tax on early distributions. However, if the participant had started taking required minimum distributions, you will have to receive required minimum distributions from the inherited IRA. If the participant had not started taking required minimum distributions from the Plan, you will not have to start receiving required minimum distributions from the inherited IRA until the year the participant would have been age 73 (72 if the participant attained that age before January 1, 2023; 70½ if the participant attained that age on or before December 31, 2019).

### **If you are a surviving beneficiary other than a spouse**

If you receive a payment from the Plan because of the participant's death and you are a designated beneficiary other than a surviving spouse, the only rollover option you have is to do a direct rollover to an inherited IRA. Payments from the inherited IRA will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited IRA.

Payments under a QDRO. If you are the spouse or former spouse of the participant who receives a payment from the Plan under a QDRO, you generally have the same options and the same tax treatment that the participant would have (for example, you may roll over the payment to your own IRA or an eligible employer plan that will accept it). However, payments under the QDRO will not be subject to the 10% additional income tax on early distributions.

### **If you are a nonresident alien**

If you are a nonresident alien and you do not do a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, the Plan is generally required to withhold 30% of the payment for federal income taxes. If the amount withheld exceeds the amount of tax you owe (as may happen if you do a 60-day rollover), you may request an income tax refund by filing Form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an



income tax treaty. For more information, see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities.

### **Other special rules**

If a payment is one in a series of payments for less than 10 years, your choice whether to do a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year are less than \$200 (not including payments from a designated Roth account in the Plan), the Plan is not required to allow you to do a direct rollover and is not required to withhold federal income taxes. However, you may do a 60-day rollover.

Unless you elect otherwise, a mandatory cashout of more than \$1,000 (not including payments from a designated Roth account in the Plan) will be directly rolled over to an IRA chosen by the Plan administrator or the payor. A mandatory cashout is a payment from a plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant's benefit does not exceed \$7,000 (not including any amounts held under the plan as a result of a prior rollover made to the plan).

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information on special rollover rights related to the U.S. Armed Forces, see IRS Publication 3, Armed Forces' Tax Guide. You also may have special rollover rights if you were affected by a federally declared disaster (or similar event), or if you received a distribution on account of a disaster. For more information on special rollover rights related to disaster relief, see the IRS website at [www.irs.gov](http://www.irs.gov).

### **For More Information**

You may wish to consult with the Plan administrator or payor, or a professional tax advisor, before taking a payment from the Plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, Pension and Annuity Income; IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs); IRS Publication 590-B, Distributions from Individual Retirement Arrangements (IRAs); and IRS Publication 571, Tax-Sheltered Annuity Plans (403(b) Plans). These publications are available from a local IRS office, on the web at [www.irs.gov](http://www.irs.gov), or by calling 1-800-TAX-FORM.

## **Your Rollover Options for Roth Amounts**

You are receiving this notice because all or a portion of a payment you are receiving from the DXC Technology Matched Asset Plan (the "Plan") is eligible to be rolled over to a Roth IRA or designated Roth account in an employer plan. This notice is intended to help you decide whether to do a rollover.

This notice describes the rollover rules that apply to payments from the Plan that are from a designated Roth account. If you also receive a payment from the Plan that is not from a designated Roth account, you will be provided a different notice for that payment, and the Plan administrator or the payor will tell you the amount that is being paid from each account.



Rules that apply to most payments from a designated Roth account are described in the “General Information about Rollovers” section. Special rules that only apply in certain circumstances are described in the “Special Rules and Options” section.

### **General Information about Rollovers**

#### **How can a rollover affect my taxes?**

After-tax contributions included in a payment from a designated Roth account are not taxed, but earnings might be taxed. The tax treatment of earnings included in the payment depends on whether the payment is a qualified distribution. If a payment is only part of your designated Roth account, the payment will include an allocable portion of the earnings in your designated Roth account.

If the payment from the Plan is not a qualified distribution and you do not do a rollover to a Roth IRA or a designated Roth account in an employer plan, you will be taxed on the portion of the payment that is earnings. If you are under age 59½, a 10% additional income tax on early distributions (generally, distributions made before age 59½) will also apply to the earnings (unless an exception applies). However, if you do a rollover, you will not have to pay taxes currently on the earnings and you will not have to pay taxes later on payments that are qualified distributions.

If the payment from the Plan is a qualified distribution, you will not be taxed on any part of the payment even if you do not do a rollover. If you do a rollover, you will not be taxed on the amount you roll over and any earnings on the amount you roll over will not be taxed if paid later in a qualified distribution.

A qualified distribution from a designated Roth account in the Plan is a payment made after you are age 59½ (or after your death or disability) and after you have had a designated Roth account in the Plan for at least 5 years. In applying the 5-year rule, you count from January 1 of the year your first contribution was made to the designated Roth account. However, if you did a direct rollover to a designated Roth account in the Plan from a designated Roth account in another employer plan, your participation will count from January 1 of the year your first contribution was made to the designated Roth account in the Plan or, if earlier, to the designated Roth account in the other employer plan.

#### **What types of retirement accounts and plans may accept my rollover?**

You may roll over the payment to either a Roth IRA (a Roth individual retirement account or Roth individual retirement annuity) or a designated Roth account in an employer plan (a tax-qualified plan, section 403(b) plan, or governmental section 457 plan) that will accept the rollover. The rules of the Roth IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the Roth IRA or employer plan (for example, Roth IRAs are not subject to spousal consent rules, and Roth IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the Roth IRA or the designated Roth account in the employer plan. In general, these tax rules are similar to those described elsewhere in this notice, but differences include:

- If you do a rollover to a Roth IRA, all of your Roth IRAs will be considered for purposes of determining whether you have satisfied the 5-year rule (counting from January 1 of the year for which your first contribution was made to any of your Roth IRAs).



- If you do a rollover to a Roth IRA, you will not be required to take a distribution from the Roth IRA during your lifetime and you must keep track of the aggregate amount of the after-tax contributions in all of your Roth IRAs (in order to determine your taxable income for later Roth IRA payments that are not qualified distributions).
- Eligible rollover distributions from a Roth IRA can only be rolled over to another Roth IRA.

### **How do I do a rollover?**

There are two ways to do a rollover. You can either do a direct rollover or a 60-day rollover.

If you do a direct rollover, the Plan will make the payment directly to your Roth IRA or designated Roth account in an employer plan. You should contact the Roth IRA sponsor or the administrator of the employer plan for information on how to do a direct rollover.

If you do not do a direct rollover, you may still do a rollover by making a deposit (generally within 60 days) into a Roth IRA, whether the payment is a qualified or nonqualified distribution. In addition, you can do a rollover by making a deposit within 60 days into a designated Roth account in an employer plan if the payment is a nonqualified distribution and the rollover does not exceed the amount of the earnings in the payment. You cannot do a 60-day rollover to an employer plan of any part of a qualified distribution. If you receive a distribution that is a nonqualified distribution and you do not roll over an amount at least equal to the earnings allocable to the distribution, you will be taxed on the amount of those earnings not rolled over, including the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

If you do a direct rollover of only a portion of the amount paid from the Plan and a portion is paid to you at the same time, the portion directly rolled over consists first of earnings.

If you do not do a direct rollover and the payment is not a qualified distribution, the Plan is required to withhold 20% of the earnings for federal income taxes (up to the amount of cash and property received other than employer stock). This means that, in order to roll over the entire payment in a 60-day rollover to a Roth IRA, you must use other funds to make up for the 20% withheld.

### **How much may I roll over?**

If you wish to do a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the Plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the joint lives or joint life expectancies of you and your beneficiary);
- Required minimum distributions after age 73 (72 if you attained that age before January 1, 2023; 70½ if you attained that age on or before December 31, 2019), or after death;
- Hardship distributions;
- Payments of employee stock ownership plan (ESOP) dividends;



- Corrective distributions of contributions that exceed tax law limitations;
- Loans treated as deemed distributions (for example, loans in default due to missed payments before your employment ends);
- Cost of life insurance paid by the Plan;
- Payments of certain automatic enrollment contributions that you request to withdraw within 90 days of your first contribution; and
- Amounts treated as distributed because of a prohibited allocation of S corporation stock under an ESOP (also, there generally will be adverse tax consequences if S corporation stock is held by an IRA); and
- Distributions of certain premiums for health and accident insurance.

The Plan administrator or the payor can tell you what portion of a payment is eligible for rollover.

**If I don't do a rollover, will I have to pay the 10% additional income tax on early distributions?**

If a payment is not a qualified distribution and you are under age 59½, you will have to pay the 10% additional income tax on early distributions with respect to the earnings allocated to the payment that you do not roll over (including amounts withheld for income tax), unless one of the exceptions listed below applies. This tax is in addition to the regular income tax on the earnings not rolled over.

The 10% additional income tax does not apply to the following payments from the Plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation;
- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the joint lives or joint life expectancies of you and your beneficiary);
- Payments from a governmental plan made after you separate from service if you are a qualified public safety employee and you will be at least age 50 in the year of the separation;
- Payments made due to disability;
- Payments after your death;
- Payments of ESOP dividends;
- Corrective distributions of contributions that exceed tax law limitations;
- Cost of life insurance paid by the Plan;
- Payments made directly to the government to satisfy a federal tax levy;
- Payments made under a qualified domestic relations order (QDRO);
- Payments of up to \$5,000 made to you from a defined contribution plan if the payment is a qualified birth or adoption distribution;
- Payments up to the amount of your deductible medical expenses (without regard to whether you itemize deductions for the taxable year);



- Certain payments made while you are on active duty if you were a member of a reserve component called to duty after September 11, 2001 for more than 179 days;
- Payments of certain automatic enrollment contributions that you request to withdraw within 90 days of your first contribution; and
- Payments excepted from the additional income tax by federal legislation relating to certain emergencies and disasters.

### **If I do a rollover to a Roth IRA, will the 10% additional income tax apply to early distributions from the IRA?**

If you receive a payment from a Roth IRA when you are under age 59 ½, you will have to pay the 10% additional income tax on early distributions on the earnings paid from the Roth IRA, unless an exception applies or the payment is a qualified distribution. In general, the exceptions to the 10% additional income tax for early distributions from a Roth IRA listed above are the same as the exceptions for early distributions from a plan. However, there are a few differences for payments from a Roth IRA, including:

- The exception for payments made after you separate from service if you will be at least age 55 in the year of the separation (or age 50 for qualified public safety employees) does not apply.
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to a Roth IRA of a spouse or former spouse); and
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service.

### **Additional exceptions apply for payments from an IRA, including:**

- Payments for qualified higher education expenses;
- Payments up to \$10,000 used in a qualified first-time home purchase; and
- Payments for health insurance premiums after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

### **Will I owe State income taxes?**

This notice does not address any State or local income tax rules (including withholding rules).

### **Special Rules and Options**

#### **If you miss the 60-day rollover deadline**

Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. Under certain circumstances, you may claim eligibility for a waiver of the 60-day deadline by making a written self-certification. Otherwise, to apply for a



waiver from the IRS, you must file a private letter ruling request with the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs).

### **If your payment includes employer stock that you do not roll over**

If you receive a payment that is not a qualified distribution and you do not roll it over, you can apply a special rule to payments of employer stock (or other employer securities) that are paid in a lump sum after separation from service (or after age 59½, disability, or the participant's death). Under the special rule, the net unrealized appreciation on the stock included in the earnings in the payment will not be taxed when distributed to you from the Plan and will be taxed at capital gain rates when you sell the stock. If you do a rollover to a Roth IRA for a nonqualified distribution that includes employer stock (for example, by selling the stock and rolling over the proceeds within 60 days of the distribution), you will not have any taxable income and the special rule relating to the distributed employer stock will not apply to any subsequent payments from the Roth IRA or, generally, the Plan. Net unrealized appreciation is generally the increase in the value of the employer stock after it was acquired by the Plan. The Plan administrator can tell you the amount of any net unrealized appreciation.

If you receive a payment that is a qualified distribution that includes employer stock and you do not roll it over, your basis in the stock (used to determine gain or loss when you later sell the stock) will equal the fair market value of the stock at the time of the payment from the Plan.

### **If you have an outstanding loan that is being offset**

If you have an outstanding loan from the Plan, your Plan benefit may be offset by the outstanding amount of the loan, typically when your employment ends. The offset amount is treated as a distribution to you at the time of the offset. Generally, you may roll over all or any portion of the offset amount. If the distribution attributable to the offset is not a qualified distribution and you do not roll over the offset amount, you will be taxed on any earnings included in the distribution (including the 10% additional income tax on early distributions, unless an exception applies). You may roll over the earnings included in the loan offset to a Roth IRA or designated Roth account in an employer plan (if the terms of the employer plan permit the plan to receive plan loan offset rollovers). You may also roll over the full amount of the offset to a Roth IRA.

How long you have to complete the rollover depends on what kind of plan loan offset you have. If you have a qualified plan loan offset, you will have until your tax return due date (including extensions) for the tax year during which the offset occurs to complete your rollover. A qualified plan loan offset occurs when a plan loan in good standing is offset because your employer plan terminates, or because you sever from employment. If your plan loan offset occurs for any other reason (such as a failure to make level repayments that results in a deemed distribution), then you have 60 days from the date the offset occurs to complete your rollover.

### **If you receive a nonqualified distribution and you were born on or before January 1, 1936**

If you were born on or before January 1, 1936, and receive a lump sum distribution that is not a qualified distribution and that you do not roll over, special rules for calculating



the amount of the tax on the earnings in the payment might apply to you. For more information, see IRS Publication 575, Pension and Annuity Income.

### **If you are not a Plan participant**

Payments after death of the participant. If you receive a distribution after the participant's death that you do not roll over, the distribution generally will be taxed in the same manner described elsewhere in this notice. However, whether the payment is a qualified distribution generally depends on when the participant first made a contribution to the designated Roth account in the Plan. Also, the 10% additional income tax on early distributions and the special rules for public safety officers do not apply, and the special rule described under the section "If you receive a nonqualified distribution and you were born on or before January 1, 1936" applies only if the deceased participant was born on or before January 1, 1936.

#### **If you are a surviving spouse**

If you receive a payment from the Plan as the surviving spouse of a deceased participant, you have the same rollover options that the participant would have had, as described elsewhere in this notice. In addition, if you choose to do a rollover to a Roth IRA, you may treat the Roth IRA as your own or as an inherited Roth IRA.

A Roth IRA you treat as your own is treated like any other Roth IRA of yours, so that you will not have to receive any required minimum distributions during your lifetime and earnings paid to you in a nonqualified distribution before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies).

If you treat the Roth IRA as an inherited Roth IRA, payments from the Roth IRA will not be subject to the 10% additional income tax on early distributions. An inherited Roth IRA is subject to required minimum distributions. If the participant had started taking required minimum distributions from the Plan, you will have to receive required minimum distributions from the inherited Roth IRA. If the participant had not started taking required minimum distributions, you will not have to start receiving required minimum distributions from the inherited Roth IRA until the year the participant would have been age 73 (72 if the participant attained that age before January 1, 2023; 70½ if the participant attained that age on or before December 31, 2019).

#### **If you are a surviving beneficiary other than a spouse**

If you receive a payment from the Plan because of the participant's death and you are a designated beneficiary other than a surviving spouse, the only rollover option you have is to do a direct rollover to an inherited Roth IRA. Payments from the inherited Roth IRA, even if made in a nonqualified distribution, will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited Roth IRA.

Payments under a QDRO. If you are the spouse or a former spouse of the participant who receives a payment from the Plan under a QDRO, you generally have the same options and the same tax treatment that the participant would have (for example, you



may roll over the payment to your own Roth IRA or to a designated Roth account in an eligible employer plan that will accept it).

### **If you are a nonresident alien**

If you are a nonresident alien, you do not do a direct rollover to a U.S. IRA or U.S. employer plan, and the payment is not a qualified distribution, the Plan is generally required to withhold 30% (instead of withholding 20%) of the earnings for federal income taxes. If the amount withheld exceeds the amount of tax you owe (as may happen if you do a 60-day rollover), you may request an income tax refund by filing Form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an income tax treaty. For more information, see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities.

### **Other special rules**

If a payment is one in a series of payments for less than 10 years, your choice whether to do a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year (only including payments from the designated Roth account in the Plan) are less than \$200, the Plan is not required to allow you to do a direct rollover and is not required to withhold federal income taxes. However, you can do a 60-day rollover.

Unless you elect otherwise, a mandatory cashout from the designated Roth account in the Plan of more than \$1,000 will be directly rolled over to a Roth IRA chosen by the Plan administrator or the payor. A mandatory cashout is a payment from a plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant's benefit does not exceed \$7,000 (not including any amounts held under the plan as a result of a prior rollover made to the plan).

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information on special rollover rights related to the U.S. Armed Forces, see IRS Publication 3, Armed Forces' Tax Guide. You also may have special rollover rights if you were affected by a federally declared disaster (or similar event), or if you received a distribution on account of a disaster. For more information on special rollover rights related to disaster relief, see the IRS website at [www.irs.gov](http://www.irs.gov).

### **For More Information**

You may wish to consult with the Plan administrator or payor, or a professional tax advisor, before taking a payment from the Plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, Pension and Annuity Income; IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs); IRS Publication 590-B, Distributions from Individual Retirement Arrangements (IRAs); and IRS Publication 571, Tax-Sheltered Annuity Plans (403(b) Plans). These publications are available from a local IRS office, on the web at [www.irs.gov](http://www.irs.gov), or by calling 1-800-TAX-FORM.

