



2025 REPORT

# Our Impact

Building a  
Sustainable Future

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# A Message from Rod

For more than 127 years, CSC has worked hard to create a positive and prosperous future for our colleagues, clients, partners, and communities. We've remained steadfast in our commitment to enabling conscientious business growth and nurturing a people-first culture that has shaped not only how we evolve as a company, but how we serve and contribute to the world around us.

In this past year, I'm proud to say we've amplified our impact. We've realigned our enterprise-wide programs and initiatives to focus on four key areas: People and Culture, Integrity and Accountability, Responsible Partnerships, and Environmental Responsibility. Within this new structure, we've seen several exciting firsts:

- We introduced an Enterprise Risk Sustainability Framework aligned with international standards, providing a structured and proactive approach to identifying and managing sustainability-related risks.
- We published our first *Communication on Progress (CoP)* for the U.N. Global Compact, demonstrating our alignment with its 10 principles on human rights, labor, the environment, and anti-corruption.
- We developed a *Global Supplier Code of Conduct*, reflecting our focus on practices across our entire supply chain.
- We named Ronald McDonald House our *global charity of choice* as part of a multiyear initiative to support families with children who face life-threatening or chronic illnesses.
- Our DEI employee net promoter score (eNPS) increased from 52 to 58 on a scale of -100 to +100, demonstrating the growing momentum of our Diversity and Belonging Program.

Amid many moving parts, it's our consistent commitment, focus, and long-term view that have brought us to this point in our journey. We don't do these things to check boxes on a list—simply put, we know that it's the right thing to do.

This annual report explores how our more than 8,500 colleagues support an equitable, ethical, and sustainable CSC and highlights the measurable progress that we've made across our global communities. It examines how our drive to create positive, lasting change remains central to who we are, and how it will guide us toward the future.

As you read this report, I hope you'll see that when we work together we can magnify our power—reaching farther, achieving more, and igniting a lasting effect that resonates around the world.



**Rod Ward**  
*President and CEO*



# Our Core



## Our Purpose

To be a great, enduring, profitable company by enabling responsible business growth around the globe, while creating an environment in which our people, partners, clients, and communities will be better off tomorrow than they are today.



## Our Values

- **Service:** We are relentless in our pursuit of customer satisfaction. *We deliver excellence.*
- **Teamwork:** We produce superior results by working together inclusively. *We believe that 1+1>2.*
- **Tenacity:** We make quick informed decisions, take action, and stick with it until the job gets done. *We find the best way.*
- **Agility:** We challenge the status quo, embrace change, adapt, and innovate. *We are never complacent.*
- **Genuine:** We are straightforward, open, and honest, with the highest levels of integrity and care. *We build trust.*



## CSC Promise

Driven by a fierce client spirit, we combine market-leading expertise with unmatched global reach to help our clients navigate growing business complexities.

We're the business behind business—we treat our clients' needs as our own.



# Shaping Tomorrow: Our Priorities

Our strategy is designed to create lasting value for our people and everyone we engage with.

It's built on four key areas: People and Culture, Integrity and Accountability, Responsible Partnerships, and Environmental Responsibility.

## People and Culture

We care deeply about creating an equitable, inclusive, and supportive workplace where every colleague can thrive.

Areas of focus:

- Purpose, values, and culture
- Responsible and equal hiring, growth, and development
- Health and well-being

## Integrity and Accountability

We enable responsible growth by maintaining the highest levels of compliance, ethical business conduct, and governance.

Areas of focus:

- Information security and privacy
- Risk management
- Stakeholder engagement
- Compliance policies and procedures

## Environmental Responsibility

We continuously evolve our operations and services to grow our business in a sustainable way.

Areas of focus:

- Energy and waste management
- Reduction of carbon footprint
- Eco-friendly products, services, and offices

## Responsible Partnerships

We engage with our people, partners, clients, and communities who share Our Values and want to create a better tomorrow than we have today.

Areas of focus:

- Client and community impact
- Supply chain management
- Alignment with sustainability networks and frameworks



## Turning strategy into action

Our Global Sustainability Team and Council set our overall strategy, translating goals into clear direction and working to implement and increase adoption of initiatives, campaigns, and corporate changes.

Locally, smaller teams of colleagues from 25 countries voluntarily serve as champions to promote these efforts, with colleague resource groups (CRGs) specializing in specific areas like equity, philanthropy, or the environment.

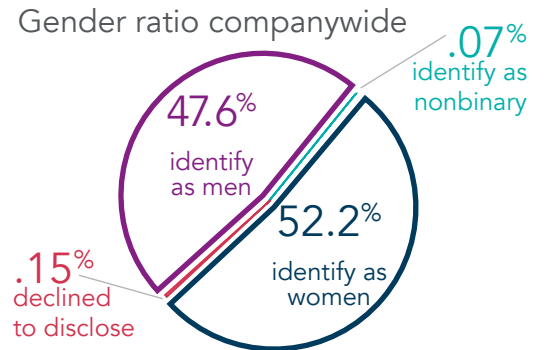
# People and Culture

By investing in our people’s potential, supporting continuous growth, and fostering belonging, we strengthen our culture, the service we deliver to clients, and the positive change we create for communities.

## AMERICAS

37% of overall workforce | 3,271 colleagues

86,038 Learning and Development courses completed 



## EUROPE AND MIDDLE EAST

28% of overall workforce | 2,463 colleagues

58 Diversity, Equity, and Inclusion (DEI) employee net promoter score (eNPS)

## THREE

employer-focused recognitions:

-  ACCA Global Approved Employer
-  Built In Best Places To Work
-  Top Employer Institute Certification

## ASIA-PACIFIC

35% of overall workforce | 3,119 colleagues

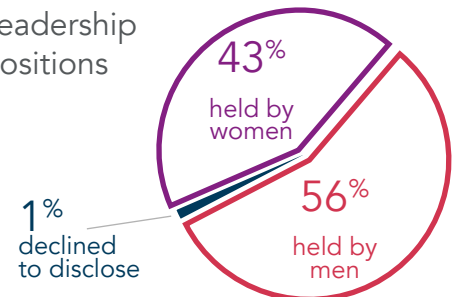
1,208 promotions (split by gender ratio)

52% women

47% men

1% declined to disclose

Leadership positions



 More than **8,500 COLLEAGUES** across 30 countries and 70 offices

45 employee net promoter score (eNPS)<sup>1</sup> 

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# Equitable Growth, Development, and Opportunity

Continual learning and career advancement are central to how we attract, develop, and retain top talent. Our commitment to long-term growth is reflected in the number of colleagues who choose to build their careers with CSC, including 16% who have been with the company for 10 or more years. We also maintain strong internal mobility and employee advocacy, with 15% of roles filled internally and 19% of new hires joining through colleague referrals, underscoring the strength of our talent pipeline.

Our investment in people's growth begins on day one and continues throughout each career journey. Colleagues have access to a comprehensive onboarding experience, an extensive online learning catalog spanning personal, technical, and functional development, and a continuing education program that provides financial support for certifications, higher education, and professional development aligned to current or future roles. Custom programs further strengthen management capability and support effective, inclusive leadership.

We take a data-informed approach to learning and development to help ensure access to growth and advancement opportunities is equitable across the organization. We use demographic insights to establish baselines, identify gaps, and guide targeted actions, supported by our Diversity and Belonging (D&B) Program. Launched in 2020, the D&B Program advances inclusive workplace practices, diversified talent pipelines, and leader development through education, awareness, and accountability. This includes companywide sessions focused on inclusive language, identifying bias, fostering belonging, LGBTQ+ representation, culture building, neurodiversity, and gender equity. By aligning learning and inclusion initiatives with business priorities, D&B reinforces our culture and supports equitable, long-term career growth for all colleagues.



“Having grown from an intern into the role of a team lead, for me, CSC isn’t a place to just work. It’s a place to be. In my experience, CSC has allowed me to exist authentically, learn, try, try again, grow, change, feel belonging, and find joy. In many ways, CSC has helped shape who I am today both in and outside of work.”

**ANNIE T.**

*2014 intern to current Webinar Team leader*



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# Integrity and Accountability

Compliance and integrity are at the heart of how we deliver fierce client spirit. As trusted partners to many of the world's most successful organizations, we help them navigate complex challenges with compliance, legal, tax, digital, and cyber-risk solutions. Being genuine—one of our core values—means doing what's right every time and acting responsibly on our clients' behalf.



## Global essential learning

All CSC colleagues complete global essential learning (GEL) courses throughout the year to ensure they have the specific knowledge to protect our clients, business, and communities. Core topics include data privacy, sanctions, anti-money laundering, and information security awareness, with additional courses assigned by jurisdiction or role.

These courses reinforce our culture of responsibility and trust, enabling our people to navigate risk and deliver consistently high standards of service.



## Fiduciary responsibilities

To ensure our teams and directors of client entities have the knowledge required to meet evolving sustainability-related fiduciary responsibilities, we created a formal sustainability training program for our directors. We delivered targeted briefings on key regulations, including the Corporate Sustainability Reporting Directive (CSRD) and the Sustainable Finance Disclosure Regulation (SFDR) in selected jurisdictions. These early efforts laid the foundation for a structured global program that supports decision-makers in acting with confidence and integrity.



## Sustainable and resilient growth

This past year, we introduced an Enterprise Risk Sustainability Framework to strengthen our approach to managing environmental, social, and governance (ESG) risks across the business. It was developed to align with international standards—such as the U.N. Sustainable Development Goals—and to support compliance with emerging regulations.

The framework outlines a structured and proactive approach to identifying and managing sustainability-related risks, supported by clear governance and accountability across all levels of our organization. It integrates ESG considerations into CSC's broader risk framework and articulates expectations in key operational areas such as business travel, office sustainability, and responsible procurement.

In tandem with this work, we also published our first *Communication on Progress (CoP)* for the U.N. Global Compact. The public disclosure demonstrates our alignment with the 10 principles on human rights, labor, environment, and anti-corruption. It reinforces our accountability and transparency and affirms our intent to operate responsibly while contributing to a greener and more inclusive global economy.



## Advancing sustainability governance

In 2025, we completed a double materiality assessment to further establish a clear view of the most significant environmental, social, and governance topics for our company. Building on this foundation, we incorporated a sustainability measurement tool to track key performance indicators and demonstrate tangible progress and continuous improvement against our commitments.





308

charitable organizations supported across all regions

\$200,000

matched in colleague donations



109

charitable activities, campaigns, and initiatives held

28%  
YOY

increase in charitable donation matching



## Responsible Partnerships

Lasting change happens when we work together. We make an impact by supporting meaningful causes through giving, volunteering, and global engagement, and by partnering with clients to achieve their regulatory and sustainability goals.

### Supporting clients' sustainability goals

As a service provider, CSC contributes to its clients' Scope 3 emissions. Last year, we saw an increasing number of client requests to identify ways to reduce the impact of the services we provide. Fulfilling these requests supports our clients' reporting requirements and strengthens our position as a partner of choice for organizations committed to meaningful sustainability progress.

### Committed to responsible sourcing

Our suppliers are also essential partners in building a more responsible and resilient future. Grounded in our shared commitment to ethical conduct, human rights, environmental stewardship, and transparent business practices, we published our global [Supplier Code of Conduct](#) in 2025.

Since its introduction, it's been provided to all new suppliers and is being phased in for existing ones. We expect suppliers to have policies, procedures, and training in place to align with the code, and we're committed to collaborating and improving practices where needed.



# CSC Gives Back

Established in 2019, CSC Gives Back is our companywide philanthropic program. Anchored in three strategic pillars—ensuring our local communities thrive, developing the workforce of tomorrow, and supporting the causes that matter most to our people—the program reinforces our commitment to meaningful, long-term impact through giving.

## Charity of choice

For several years, colleagues across the organization have contributed their time and money to support **Ronald McDonald House (RMH)**. The nonprofit provides a “home away from home” for families whose children are receiving medical care by offering private rooms, warm meals, and essential daily comforts at little to no cost.

RMH’s dedication to uplifting families aligns closely with our own values. Our shared belief in the power of connection, compassion, and community made RMH a natural partner and clear selection for a three-year commitment as CSC’s global charity of choice.

Our colleagues in Amsterdam, Curaçao, Delaware, Hong Kong, and beyond showed support in a variety of ways, from preparing meals for families staying in the homes to hosting donation drives and organizing volunteer events.

Looking ahead, we’re excited to build on this relationship with RMH. Together, we’re ensuring families can remain close, providing comfort during challenging times, and advancing a mission that touches lives worldwide.

## Global giving

Throughout 2025, colleagues led more than 100 activities in the communities where we live and work. These included volunteering, educational workshops, and donating financial and in-kind support. While the causes varied, our motivation remained consistent—creating a better tomorrow.

## AMERICAS



### Blood Cancer United's Light the Night Walk

Delaware, U.S.

Colleagues raised more than \$13,000 through donations and fundraising tournaments.



### Muni Opera

Illinois, U.S.

Colleagues assisted guests and served food during a community event hosted by this nonprofit theatrical organization.



### Fighting food insecurity

New Jersey, U.S.  
Delaware, U.S.

Teams in multiple locations packed food boxes and weekend backpacks for children in need.



### World Central Kitchen

California, U.S.

Colleagues participated in a fundraising walk hosted by this organization to provide relief for Texas communities affected by flooding.

## EUROPE



### Jersey Jaunt

St Helier, Jersey

Colleagues participated in a race from St Malo to Prague and raised funds through cake sales and raffles to benefit the Jersey Employment Trust.



### Cyprus tree planting

Limassol, Cyprus

Volunteers spent the afternoon planting trees in the village of Prastio Avdimou—helping to reinvigorate the environment for generations to come.



### ALONE

Dublin, Ireland

Volunteers spruced up the gardens at ALONE, an organization supporting older adults.



### Bow FoodBank

London, U.K.

Small groups of volunteers visited the food bank monthly where they packed food bags, received deliveries, checked stock, helped at the hospitality table, and distributed bags to those in need.

## ASIA-PACIFIC



### APIGA

Busan, South Korea

Colleagues provided scholarships for two students to attend the APIGA Conference, a capacity-building program for young people in APAC focused on internet governance.



### Kids Giving Back

Sydney, Australia

Colleagues prepared meal boxes to support families and children in need.



### St Luke's ElderCare

Singapore

More than several visited St Luke's and spent the afternoon with residents, taking them for wheelchair walks.



### Akshaya Patra

Bengaluru, India

At Akshaya Patra, volunteers prepared vegetables for use in the 35,000 school lunches delivered each day.

# Environmental Responsibility

We're committed to reducing our environmental impact through initiatives like measuring our greenhouse gas emissions to identify areas of improvement, setting sustainable standards for new offices, piloting zero plastic at our HQ, centralizing recycling, leasing bicycles, and upgrading to energy-efficient LED lighting.

53%



of offices with central recycling systems

200



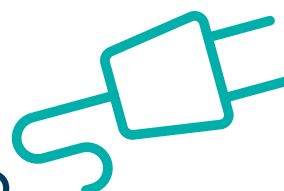
trees planted supporting reforestation in Tanzania and Cyprus

12% of offices measured for greenhouse gas emissions primary data



EV chargers at

9%



of offices

## Managing our footprint

### Scope 1 and 2

In 2025, we introduced guidelines to shape the selection of new office spaces and a questionnaire for landlords to gather information about the environmental credentials of our leased offices. We began reducing our carbon footprint by implementing renewable energy, central recycling, EV charging, energy-efficient equipment, and more where possible.

### Scope 3

CSC strengthened its commitment to reducing Scope 3 emissions by embedding sustainability into our supply chain and everyday operations. As mentioned previously, we launched a supplier code of conduct to guide practices and engagement with our key partners.

Internally, we focused on enabling sustainable habits among our people. Awareness sessions encouraged greener commuting and changes in our offices—such as phasing out single-use cups and removing single-use plastics. These initiatives have reduced waste, fostered a culture of accountability, and promoted positive behavioral change.

We also started to address one of our most significant sources of emissions—business travel—through our corporate travel partner, Navan. The platform displays estimated carbon emissions for each flight option, helping colleagues make more informed and often greener travel choices. For certain routes, the system highlights viable rail alternatives. This additional information encourages travelers to choose lower-carbon transport where possible, helping to reduce our overall footprint over time.

# Earth Week and Sustainable Development Goals (SDGs) Week

CSC held its annual Earth Week celebrations from April 22-25, 2025. Marked with a series of activities and events, the week helped raise awareness about environmental impact and drive practical action across our organization.

The celebrations kicked off with a webinar on our IT footprint and the role of digital sustainability in our decarbonization journey. It was followed by a panel discussion about the global challenges of energy transition, which showcased how CSC plays a vital behind-the-scenes role in financing a more sustainable future. Throughout the week, colleagues participated in workshops, recognition campaigns, and local challenges focused on energy use, circularity, and responsible consumption. They were encouraged to make individual pledges, share best practices, and take part in activities promoting biodiversity, reduced resource use, and climate resilience—strengthening a collective sense of responsibility for our environmental impact.

Similarly, we participated in **SDG Action Week (Sept. 22–26)**, reinforcing our commitment to the UN Sustainable Development Goals through daily engagements centered around five SDGs:

- Good Health and Well-being (SDG 3)
- Decent Work and Economic Growth (SDG 8)
- Reduced Inequalities (SDG 10)
- Climate Action (SDG 13)
- Peace, Justice and Strong Institutions (SDG 16)

The week featured leadership discussions, educational resources, and colleague-led initiatives spotlighting how our services and internal practices contribute to global sustainability progress. By turning global goals into local action, SDG Action Week mobilized our workforce and integrated sustainability even further into our culture.



# Campaigns of Change

Across our global offices, colleagues are advancing the *sustainable development goals (SDGs)* across our organization and beyond. Companies like ours play an essential role in driving positive change through responsible practices, innovation, and collaboration. It's the work of these colleagues and others that make a long-lasting impact.

While the following stories reflect only a few of our colleague-led campaigns, we're proud to showcase how we've been making meaningful progress.



## Raising Awareness | *SDG3*

For the second consecutive year, colleagues across 17 countries united behind the CSC Goes Pink initiative. The October campaign raises awareness for breast cancer prevention, early detection, and patient support, while generating funds to advance research and services for those affected. It not only aligns with SDG3 (Good Health and Well-being), but it reflects our dedication to the causes championed by our people.

“Each year, we encourage colleagues to wear pink, register for the Race for the Cure, donate, or volunteer,” says Flora Ekra, Luxembourg head of client hospitality and internal events. Race for the Cure is one of the world’s largest fundraisers in the fight against breast cancer. “We wanted our office to actively support a cause that touches so many lives and to use our platform to raise awareness around health and well-being,” Flora says.

The local version of Race for the Cure, Think Pink Luxembourg, was more than a race for Flora and her teammates. “It created a warm, welcoming atmosphere where everyone could come with their families,” she says. “Bringing our people together around such an important cause made the experience deeply meaningful.”

Colleagues in Australia also got involved, working with Breast Cancer Network Australia (BCNA), which ensures women receive clear information and strong advocacy throughout their diagnosis, treatment, and recovery.

Jess Yee, APAC regional service manager in Melbourne, helped lead efforts. “BCNA is important to me because the care, information, and peer connection they provide can make an overwhelming experience feel more manageable and less isolating,” she says. Colleagues participated by wearing pink and bringing pink-themed cakes, snacks, and treats to share with co-workers. Beyond the visible show of support, the initiative fostered a shared recognition of the impact of breast cancer and the significance of continued awareness and action.

CSC Gives Back and other programs have been meaningful, Jess says, because they empower colleagues to advocate for causes that genuinely matter to them. Flora adds, “When we come together, we can truly make a difference.”



## Pathways to Future Economic Growth | SDG8

Expanding access to entrepreneurship begins with empowering the next generation of innovators. As a key sponsor of the Diamond Challenge—a global competition in which high school students develop and present business ideas that tackle real-world issues—CSC helps create pathways to economic opportunity aligned with SDG8 (Decent Work and Economic Growth). Beyond our financial backing, many of our colleagues serve as judges, providing expertise and constructive feedback that helps prepare students for future academic and career success.

This was Tiffany VanBeverhoudt's fourth year as a judge for the program. "The students consistently present some of the most impressive, creative, and innovative business ideas," the Marketing Team leader says. "Many of their ideas have the potential to address real-world challenges and drive positive change."

Tiffany, who works at Headquarters in Wilmington, Delaware, U.S., says the initiative aligns strongly with CSC's commitment to developing the workforce of tomorrow and investing in education and opportunity. "It reflects our purpose-driven approach to empowering future leaders while enabling colleagues to share their expertise and make a lasting difference in young people's lives."

Serving as a Diamond Challenge judge is more than identifying winners. "It's an opportunity to provide a stage to the teenage innovators and help them build their belief," says Bengaluru-based Harish Tolani, global head of talent operations and PMO. "By investing our time and providing our insights, we help the participants refine their ideas and build confidence. I'm a teacher and educator at heart, so anything that I can do for the student community is meaningful and fulfilling to me," Harish says. Miranda Groom, and her team from the Salem, Oregon, office, says they got involved because the Diamond Challenge aligns with their desire to invest in initiatives that encourage the next generation. "Part of our goals includes finding ways to give back to the community in ways that we feel will make a positive impact" she says.

"Giving back helps us grow stronger—not just as a team, but as a people—by fostering connection, responsibility, and shared purpose," Miranda says.





## Inclusion Across Borders / *SDG10*

In April, Celebrate Diversity Month (CDM) brought colleagues together across the Americas, Europe, SWANA (Southwest Asia and North Africa), and Asia-Pacific regions for an ongoing educational and cultural exchange—advancing our commitment to SDG10 (Reduced Inequalities). First launched in 2022, the event has grown annually, with 2025 reflecting its broadest participation and deepest engagement to date.

Local festivities created opportunities for colleagues to connect and embrace the global nature of our workforce. Teams in Tallahassee, Florida, hosted a potluck-style gathering, Guernsey and Jersey organized shared food experiences, and Wilmington, Delaware, highlighted cuisine from around the world. Leaders and colleagues also participated in sessions focused on neurodiversity, including autism, ADHD, dyscalculia, and other cognitive differences, highlighting how varied ways of thinking strengthen teams and drive innovation.

“Celebrating diversity for an entire month makes us more well-rounded and evolved,” says Jimmie Sylvester, team leader of Client Service for the Compliance Support Team in Wilmington.

“It really helps to break down stereotypes and understand more about the people around us. When colleagues feel comfortable sharing who they are and engaging with experiences that aren’t their own, it signals that belonging is taking root. That shift helps transform CSC from just a place of work into a real community.” Internal communications and education sessions held throughout the month reinforced themes of respect, curiosity, and understanding.

Rikki Petruccelli, strategic portfolio manager, Infrastructure Services, in Wilmington, Delaware, emphasizes the importance of diversity and belonging. “Celebrate Diversity Month reminds us that inclusion isn’t abstract,” she said. “It shows up in how we run meetings, share credit, and design solutions. Those daily actions shape whether people feel seen and valued.”

By combining education, dialogue, and celebration, the belonging-building initiative supported our continued progress toward SDG10. We recognize that reducing inequalities requires sustained commitment, and initiatives like this help move that work forward across our global teams.



## Protecting Today, Preserving Tomorrow / *SDG13*

Colleagues in Guernsey, Singapore, the Cayman Islands, and Amsterdam came together with a shared purpose: to care for the places they call home. Across each location, teams organized cleanup days that reduced waste, protected ecosystems, and brought our commitment to SDG13 (Climate Action) to life in a hands-on way.

In Guernsey, that commitment took shape through a partnership with The Clean Earth Trust. “Living on an island means our environment is at the heart of our community,” says Sarah Allisett, office manager. More than 20 colleagues joined the beach cleanup, preserving the coastline while strengthening bonds with each other. “We’re lucky to live somewhere so beautiful,” she reflects. “Taking part in a cleanup day felt like a simple way to protect it.”

Along Singapore’s East Coast Park, colleagues spent the day clearing debris from the shoreline. For administrative assistant Hazwani Riduan, the experience was both hopeful and grounding. “Even small steps can have a significant impact, and this work isn’t only about preserving the environment. It’s about securing our future.” The collective effort underscored how individual actions, when combined, contribute to lasting results.

Across the Cayman Islands, the cleanup reflected deep local pride and shared responsibility. Ben Connelly, People and Culture operations and project manager, notes that while climate change is global, solutions begin at home. “I’m blessed to call Cayman home, and I’ll always champion it.” Sabine Calvetti, vice president, AML Reporting and Compliance Client Services, adds, “Seeing the debris we removed and knowing it would no longer threaten wildlife was incredibly rewarding.”

Earth Week in Amsterdam provided another opportunity to turn awareness into action, as teams took to the canals to remove litter from the water. Carla Sanchez Marquez, senior sustainability manager, describes the cleanup as “a simple, practical way to support what we talk about during the week.” Being out on the water made environmental responsibility tangible, shared, and fun—an experience that reinforced the connection between intention and action.

Collectively, these efforts represent more than a series of volunteer events. They embody CSC’s purpose and reaffirm our commitment to acting as a responsible global citizen. By empowering our people to give back to the planet, we advance progress locally and globally—demonstrating that sustainable impact begins with engaged colleagues dedicated to making a difference.



## Sparking Conversations and Competition / *SDG16*

Strong organizations rely on transparency, accountability, and ethical decision-making—principles at the heart of SDG16 (Peace, Justice, and Strong Institutions). Building these elements into everyday work requires open dialogue and shared responsibility. That’s what inspired colleagues in our Luxembourg office to turn a traditionally formal topic into something social, practical, and engaging: The Risk Sticker Game.

Led by our Enterprise Risk Management Team, each business unit within the office was given its own digital sticker, and a competition to collect all five began. Colleagues earned them by explaining to peers from another business unit how they actively manage risks in their daily work. “The idea was to spark conversations across teams and help colleagues share how they recognize and manage risks daily,” says Cansu Konak, global risk operations team leader, whose team created the game.

The goal was conversation over competition. The game encouraged individuals to step outside their usual circles and talk about the decisions and habits that shape responsible work. Some shared moments

when they strengthened a control or double-checked a process. Others spoke about flagging a potential issue before it could grow into something larger. Conversations moved beyond meetings and into informal chats, quick calls, and spontaneous messages.

This lighthearted challenge quickly became something more meaningful. A digital image turned into a prompt for honest discussions about the practical ways people contribute to responsible business. “It was insightful to see how small decisions can have larger consequences—much like in our projects and operations,” explains Daniela Pelliccia, manager of client accounting operations. “Overall, I learned something valuable while having fun, and it highlighted how understanding and mitigating risks is essential in our daily roles.”

By the end of the initiative, the topic of risk became less abstract and more human. There was a new sense of cooperation across teams, openness in discussing potential challenges, and a reinvigorated commitment to doing the right thing. Thanks to this game, we strengthened habits that define our contributions to SDG16.



# Building for the Future

As we look ahead, CSC's impact will continue to be driven by our strategy and powered by the collective energy and commitment of our people. With the launch of our new five-year mission, we'll embed and strengthen sustainability awareness across the company so every colleague understands the difference they can make through their role and everyday choices.

Our resource groups have long shown the power of colleague-led leadership and community engagement. Going forward, we'll build even more momentum as we welcome more colleagues, expand ways to contribute, and empower our people to make a difference where we live and work. We'll also deepen connections across groups, uniting teams so their efforts amplify one another.

Strengthening the quality, consistency, and coverage of our sustainability data will be another area of focus. This will give us clearer, more reliable insights into our environmental and social impact, helping us make better decisions, track progress with greater accuracy, and align our efforts where they can create the greatest value.

Our journey continues. With stronger data, deeper learning, and a more connected network of colleagues, we're well positioned to accelerate our impact in the years ahead and advance a more resilient and sustainable future—*together*.



# Appendix

Below you'll find additional information related to our goals, progress, and most recent year's performance.

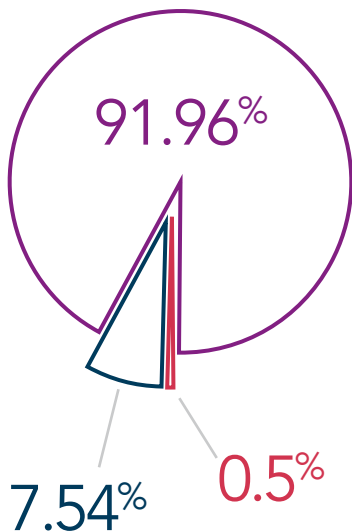
IMPACT AREA	TARGET	GOAL	STATUS	PROGRESS AND PERFORMANCE
People and Culture	2025	Embed sustainability into our five-year mission and business strategy	In progress	Launched Ignite 2030 mission in December 2025
	2025	Foster belonging and opportunity through inclusive education, language, processes, and policies	Continuous achievement	Held 20 diversity-related education and awareness sessions, enhanced colleague handbook for inclusive language, updated key talent acquisition materials
	2025	Track diversity across key metrics	Continuous achievement	72 veterans or active military (78.5% YOY decrease) 265 colleagues identifying as LGBTQ+ (53.7% YOY decrease) 245 colleagues identifying as having one or more disabilities (visible or invisible) (11.9% YOY increase)
	2028	Meet regulatory requirements to report gender pay gap and advance income equity through data analysis and awareness of inclusive benefits and gender pay gap	In progress	Completed first gender pay gap analysis in Ireland, achieving 2.1% gender pay equity
	2028	Promote well-being by launching a companywide physical health challenge and increasing engagement with EAP services	Continuous achievement	Hosted a global Tour de CSC Cycling Challenge, just one of many health and well-being activities throughout the year
	2030	Raise colleague awareness and engagement with sustainability at CSC	Continuous achievement	Hosted second Earth Week and first SDG Action Week Sustainability eNPS increased from 41 to 45
Environmental Responsibility	2025	Create sustainable leasing guidelines for Facilities Team	Completed	Now used for selection of new office locations
	2028	Implement energy, waste, and recycling standards across all offices	In progress	Completed an audit of all offices to establish a baseline
	2028	Report our global carbon footprint	In progress	Completed GHG audit of all EU jurisdictions with more than 100 colleagues and in California
Responsible Partnerships	2025	Develop consistent approach to volunteering across CSC	Completed	New volunteer guidelines support consistent approach to giving back across countries
	2027	Train client-facing teams on sustainability regulations and reporting implications for clients	In progress	Hosted one internal and multiple external training sessions in 2025
	2027	Identify global nonprofit for colleagues to partner with on volunteering, fundraising, and charitable donations	Continuous achievement	Established multiyear partnership with Ronald McDonald House and held 19 events
Integrity and Accountability	2026	Create and launch a standard global supplier code of conduct for CSC	In progress	Code of conduct will be phased in with existing suppliers throughout 2026
	2026	Establish an ESG risk management framework and embed across the organization	In progress	Created our Enterprise Sustainability Risk Framework in 2025
	2026	Sustainability data governance	In progress	Created sustainability data collection strategy Implemented tool to manage data reporting Established 2025 baselines for future KPIs
	2026	Sustainability reporting	In progress	Completed first double materiality assessment in preparation for CSRD and California reporting

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# Greenhouse Gas Emissions

The following metrics represent detailed reporting of CSC's environmental performance in FY2024 based on primary data collected for offices in California and Europe with more than 100 colleagues. The data has been extrapolated to represent our global footprint based on the number of colleagues and workstations in each office. Methodological updates and data improvements were applied to the FY 2023 results, which were published in our U.N. Global Compact Communication on Progress FY2024.

Our intention is to increase the number of offices that we measure every year, improving the quality of our primary data.



## Scope 1

Our Scope 1 greenhouse gas emissions represent about 0.5% (107.27 tCO<sub>2</sub>e) of our total carbon footprint. Scope 1 emissions are direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by an organization.

## Scope 2

Our Scope 2 greenhouse gas emissions represent about 7.54% (1,611.10 tCO<sub>2</sub>e) of our total carbon footprint. Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.

## Scope 3

Our Scope 3 emissions represent 91.96% (19,672.47 tCO<sub>2</sub>e) of our total carbon footprint, with commuting and business travel as key contributors. Scope 3 emissions are the result of activities from assets that are not owned or controlled by the reporting organization, but that the organization indirectly affects in its value chain.

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# Self-identification data

Demographic information is the result of a voluntary self-identification survey that collects data on various aspects of identity, including ethnicity; disability; military status; if a colleague is nonbinary, LGBTQ+, or trans; and other areas of identity. More than 6,500 colleagues chose to answer at least one of the self-identification questions.

<sup>1</sup>eNPS is an employee satisfaction measure taken from asking how likely colleagues would be to recommend CSC as a place to work across 13 different drivers of engagement. The score is expressed as a number from -100 to +100 and is calculated by subtracting the percentage of detractors from the percentage of promoters.



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