



Environmental Health and Safety Policy

Fintego, a DXC Technology company ("Fintego"), is a digital transformation services and software engineering firm providing bespoke IT solutions that drive business change for customers globally. As part of DXC Technology (NYSE: DXC), Fintego enables digital business transformation, enhances customer experiences, and boosts operational efficiency through its strategy, consulting, and engineering services.

Fintego believes that the only way to achieve its business objectives is to do it the right way. Our Environmental Health and Safety standards embody our global approach to creating sustainable growth through innovation, and reflect our commitment to creating long-lasting and meaningful relationships with our employees, clients, suppliers and the communities in which we operate. At Fintego, we promote the importance of health and safety measures across our workforce and invest in the continuing education of all our employees.

The document defines the main principles and provisions of Luxoft's Environmental Health and Safety Protection Policy (the "Policy"), which applies across the Fintego organization worldwide.

Fintego is committed to providing a safe and healthy environment to all employees, contractors, and visitors, to protecting the environment and preventing pollution. Through consistent and continuing efforts, incidents and occupational illnesses can be prevented. Management involvement is crucial to driving a proactive environmental health and safety culture at all locations where employees, contractors, and visitors conduct business activities on behalf of Fintego. Luxoft's Environmental Health and Safety System fosters a high performance culture where Environmental Health and Safety awareness, involvement, and resource efficiency are front-and-center in the areas of energy, natural resource protection, sustainable consumption and production, transport and travel, and engagement and communication.

At Fintego, we all share the responsibility to achieve the highest standards of environmental health and safety performance, and all of us should strive to provide the highest standards of protection to our colleagues and those for whom we are responsible.

The managing directors across Fintego locations have overall responsibility for all environmental health and safety matters, and the necessary resources will be made available in order for Fintego to comply with its statutory duties and the requirements of this Policy. The operation of this Policy and the associated procedures is monitored and reviewed on a regular basis to ensure that they remain current and relevant to our operational activities. In case laws and regulations do not provide adequate controls, we adopt our own standards to protect human health and the environment. Fintego does everything possible to eliminate hazards and reduce environmental as well as operational health and safety risks.

Fintego recognizes that, in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, business continuity, and worker retention and morale. Fintego also recognizes that ongoing employee input and education are essential to identifying and solving environmental health and safety issues in the workplace.

This Policy applies worldwide to all directors, officers, and employees of Fintego, including those of its subsidiaries and affiliated entities as well as Fintego contractors wherever they are conducting work for and on behalf of Fintego globally.

To support this Policy, we shall maintain an effective and continually improved environmental health and safety management system that supports the achievement of our environmental health and safety goals and objectives.

This Policy is communicated to all employees and all others who may be affected by it.

Signature of A. Minakova