

Health and Safety Policy

Luxoft, a DXC Technology company (“Luxoft”), 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), Luxoft enables digital business transformation, enhances customer experiences, and boosts operational efficiency through its strategy, consulting, and engineering services.

Luxoft believes that the only way to achieve its business objectives is to reach them conscientiously. Our health and safety standards embody our global approach to creating sustainable growth through innovation and reflects our commitment to creating long-lasting and meaningful relationships with our employees, clients, and the communities we operate in. At Luxoft, we promote the importance of health and safety measures across our workforce and invest in the continual education of all our employees.

This document defines the main principles and provisions of Luxoft’s Health and Safety Policy (the “Policy”), which applies across the Luxoft organization worldwide.

Luxoft is committed to providing a safe and healthy environment for all employees, contractors, and visitors. Through consistent and continual efforts, incidents and occupational illnesses can be prevented. Management involvement is crucial in driving a proactive health and safety culture at all locations where employees, contractors, and visitors conduct business activities on behalf of Luxoft. At Luxoft, we all share the responsibility to achieve the highest standards of operational 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 Luxoft locations have overall responsibility for all health and safety matters, and the necessary resources will be made available in order for Luxoft to comply with its statutory duties and the requirements of this Policy. The operation of this Policy and the associated procedures will be monitored and reviewed on a regular basis to ensure that they remain current and applicable to our operational activities and to ensure that Luxoft does everything possible to eliminate hazards and reduce operational health and safety risks.

Luxoft 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. Luxoft also recognizes that ongoing employee input and education are essential to identifying and solving health and safety issues in the workplace.

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

To support this Policy, we shall maintain an effective and continually improved health and safety management system in line with the requirements of ISO 45001:2018, which supports the achievement of our health and safety goals and objectives.

This Policy is communicated to all employees and any other person who may be affected by it.

Signature of A. Minakova