



CSC GIVES BACK

2022 ANNUAL REPORT



A MESSAGE FROM ROD

Over the last several years, we've learned that change is one constant we can count on. At CSC, another constant we count on is our culture—the values, beliefs, and standards that guide our behavior and our thought processes and give meaning to our actions. At the core of our culture are Our Purpose, Our Values, and the CSC Promise.

Our Purpose is 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.

CSC is committed to making a difference in the communities around us; we do this by being a part of, and giving back to, these communities. Through CSC Gives Back, our contribution match program, and our employee volunteer efforts, we help thousands of people in need. Sharing this commitment to social responsibility strengthens our ability to grow as an organization and create a better world for everyone.

This annual report serves as a snapshot of our employees' conscious decisions to do their part. You'll see examples of how, when we work together, we help our local communities thrive, develop our workforce of tomorrow, and support the causes that matter most to our most important asset—our people.

A handwritten signature in white ink that reads "Rod Ward III" with a stylized flourish at the end.

– ROD WARD III, PRESIDENT AND CEO



“The world and my community are so much bigger than just me. CSC Gives Back has opened doors to opportunities and ways to make an impact in our community that I wouldn’t have known about.” —Bethany Menson, Human Resources manager



Highlight reel

Our 2022 impact

Thanks to our employees' efforts, we were able to take another step in ensuring that our communities will be better off tomorrow than they are today. In this past year, we:

Assisted
210
organizations worldwide



34%
increase in employee donation
matching over prior year



\$134,303
matched in
employee donations



ALLOCATION OF DONATIONS

Social well-being*
58%



Health care and
research
27%



Animal welfare
6%



Food insecurity
5%



Education
4%



More than
\$15,000
donated in name of the Daniel
R. Butler Award recipients

202
T-shirts provided
to volunteers



\$120,000
joint donation toward charities
focused on the health and
welfare of children globally**



*Includes community, child, human, and religious welfare organizations.

**End-of-year philanthropic gift from CSC Gives Back and the [Intertrust Foundation](#).

"It means a lot to me to have a place where everyone I work with can do something positive to help the world—even if it's in a very small way—and is encouraged to do so by the company. Years ago, it was something I would have never thought could happen at a workplace."

—Mark Miller, senior customer support specialist

Introducing the Daniel R. Butler Award

Named for CSC's former president and CEO, the Daniel R. Butler Award recognizes employees who've made significant contributions toward fulfilling Our Purpose.

Each awardee embodies a spirit of compassion and giving. Their actions resonate throughout the company and their communities, inspiring others to get involved. They prove that the philanthropic actions of one can have a beneficial impact on many. And we're proud to name the following individuals as our inaugural class of award recipients.

 **Carrie Ivicic**
Sales Engineer | 8 years

While overcoming her own challenges with cancer, Carrie built a team to participate in the Susan G. Komen Race for the Cure. She not only completed the walk, she broke her own fundraising goals while managing her treatments and continuing to support her sales team.

 **Monique Weaver**
Service Manager | 29 years

Monique is highly regarded by both her colleagues and her community. Outside of work, she's active with various philanthropic organizations such as the Boy and Girls Club of Chambersburg, Pennsylvania, and the U.S. Marines Corps Toys for Tots program.



From left to right: 2022 award recipients Carrie Ivicic, Monique Weaver, Charan Bishnoi, Sharee Dorsett, and Susie Hudson.

 **Charan Bishnoi**
Technology Manager | 6 years

During the pandemic, Charan arranged for medical supplies and coordination of patient admissions in India, which was hit particularly hard. His efforts helped many people.

 **Sharee Dorsett**
Service Manager | 10 years

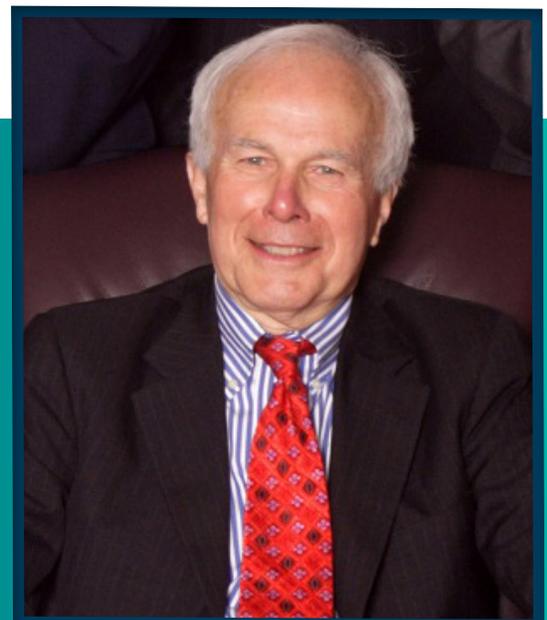
Sharee offers invaluable support to everyone she engages with. She is a co-director of the nonprofit City of Love in Wilmington, Delaware, where she oversees the development of leaders and more than 20 community volunteers. The organization provides essential resources and after-school programs to families from varying economic backgrounds.

 **Susie Hudson**
Senior Learning and Development Partner | 17 years

Susie's worked with groups like Limen Recovery and Wellness House as chair for six years and served on the board of Collaborative Effort to Reinforce Transition Success (C.E.R.T.S.) in 2021. She also mentors people both inside and outside CSC, offering personal advice and direction.

Who was Daniel R. Butler?

Dan joined CSC in 1976, served as president and CEO through 1998, and eventually served as chair of the board. He was instrumental in building a culture of treating people well—both within the walls of CSC and beyond. He built a reputation not only as a business leader who was genuine, but also as a community friend and supporter. He was known and loved for his ability to connect with others regardless of situation and status, and went out of his way to help people feel valued. He made a difference in so many lives. For those who were lucky enough to know him, he left an indelible impression, and is remembered for his glowing presence and kindness. Dan built the foundation upon which CSC stands today.



“Giving back is part of our culture, and it’s evident that making a positive impact on our local communities is just as important as doing business. When you give back, the reward is blessings all around—for the giver and the receiver.”

— Laura Crozier, senior communications specialist

Investing in the future

The Talent of Tomorrow

Our culture of giving is ingrained in the spirit of all who join us at CSC—from our most seasoned employees to our interns. In their 10 weeks with us, we challenge our interns professionally and philanthropically. They work together to support a charity of their choice and, at the end of the program, present the results of their efforts to leadership.

Our 2022 summer interns supported 14 organizations across the globe with bake sales, on-site volunteering, donation drives, fundraising, and more. They assisted the Special Olympics, the Leukemia & Lymphoma Society®, Make-A-Wish®, and others. Chris Kirwin, an intern with our Legal Team, describes the experience as “a unique opportunity that not many other internships offer. You get to learn about the company and support the business, and then get involved with something bigger to help people. It’s been really cool.”

It’s through efforts like these that the next generation is helping reshape our communities into ones where we all can work, grow, and thrive together.

Global sustainability

As a global organization, we have the responsibility to do good for our people, society, and planet. Through our actions at both a local and enterprise level, we’re creating a better, more sustainable tomorrow for everyone.

To date, we’ve established four employee-led Go Green Teams that champion sustainability initiatives at a regional level. Their efforts include transitioning their offices from paper to digital signs, adopting recycling bins, group environmental cleanups, and more. At our U.S. headquarters, we’ve created a large cistern to collect and recycle rainwater for landscape irrigation and also added beehives to the meadow next to our building. At multiple locations, we’ve installed free electric vehicle charging stations for employees. And across the company, we regularly share communications about the work being done and how others can get involved.

While there’s still more work to do to achieve our goal of an **environmentally safe operating model**, we’re proud of the progress and changes we’ve made so far. And we welcome the changes still to come.

OUR INTERN AND ENVIRONMENTAL IMPACT



14 intern-supported organizations

More than \$12,000 donated with CSC matching funds



40 jars of honey collected from CSC bees

Avoided 9,649 kg of greenhouse gas emissions using EV charging stations



Giving Back by Region

Across the organization and around the globe, our people give back. Whether in teams or individually, we find ways to help the communities in which we live and work. While there are many who deserve to be featured, here are just a handful of our 2022 community champions as nominated by their peers.

The Americas



Name:

Donna Edwards

Office location:

Wilmington, Delaware

Impact:

Childhood cancer

Fourteen-year-old Stanley Edwards had a dream to beat brain cancer and attend college. Sadly, he passed away before he could realize his dream.

To honor their son’s courageous fight against the disease, Donna and Stan Edwards created a foundation. **Stanley’s Dream** provides scholarships to deserving students who also dream of a college education but may be unable to afford one. It also provides grants for childhood brain cancer research to Children’s Hospital of Philadelphia (CHOP) where Stanley was treated.

“It’s our hope that one day a cure can be found so no other parent has to endure the hardship of losing a child to this insidious disease,” says Donna, a data research analyst in CSC’s Marketing Department.

Donna and her husband established the foundation in 2004, two years after Stanley’s death. She helps plan, coordinate, and host fundraising events, while also recruiting volunteers and soliciting donations. One signature event is the Stanley’s Dream 5K Run and 2.5K Walk, held every New Year’s Day in West Chester, Pennsylvania. The 5K usually draws more than 150 participants, and the race marked its 15th anniversary in 2023. Another signature event is the Stanley’s Dream Golf Classic, held in August. The tournament marked its 14th anniversary in 2022.

Establishing Stanley’s Dream has been therapeutic for Donna. She’s received letters from CHOP letting her know how the foundation’s grants have assisted in their cancer research and received thank-you notes from scholarship recipients. “I find such gratitude in knowing Stanley’s legacy continues to live on through others. Giving back enabled me to come out of dark despair after the death of my child and find joy once again through helping others,” she says. “I believe giving back to others can ignite a spark within them to pay it forward as well.”



Giving Back by Region

The Americas



Name:
Mark Miller

Office location:
San Diego, California

Impact:
Homelessness

What started out as a weekly volunteer effort has turned into a passion project for Mark Miller. The CSC senior customer support specialist, along with a group of friends, has been helping the homeless in San Diego since 2017.

The leader of Mark's Buddhist temple mentioned that a group distributed supplies for the hungry and less fortunate. For the next few weeks, Mark participated every Thursday night. Then he took a week off and spent the night wondering why he wasn't out there helping. "It felt so good, and not helping on that Thursday just felt wrong," says Mark.

Mark ended up running the food distribution program from 2017 until the spring of 2020 when the pandemic forced the temple to close. Shortly after, a group from the temple called Mark to talk about restarting the program. "We were talking about distributing food when there was an unknown virus sweeping the world. It sounded nuts to me, but thankfully they talked me into it, and we started up again in May 2020 on Saturdays. We moved to Sundays and have been doing it ever since."

The group distributes food, water, supplies, and whatever else is donated to tent cities all over San Diego. Mark says his group is now affiliated with the [Lucky Duck Foundation](#). "They contribute food and supplies to us every week. Two additional organizations supply us with canned goods to donate," he says, adding that a clothing resale shop now supplies the group with castoff clothes, shoes, and coats to distribute. During the winter months, the distributed coats have been particularly helpful in shielding the homeless from the cold weather.

Mark has discovered that food distribution is his calling. "When you start doing something you truly love, things start happening. You do a little bit, and then more people want to help, and then more people want to give. Then you get people who have connections who can get things. And the next thing you know, there's this massive operation going on. It sort of snowballs," he says.



Giving Back by Region

The Americas



Name:

Jennifer Eichholz

Office location:

Wilmington, Delaware

Impact:

Food insecurity

Jen Eichholz loves baking, and she did a lot of it during the pandemic. But she was puzzled about what to do with all the treats she created. “You certainly can give them to friends and family, but there’s only so much they can eat,” the CSC talent program manager says.

She posted on The Helpers Delaware Facebook group page to see if any organizations would accept baked goods. The Helpers Delaware shares opportunities to help people facing hardship.

“An organization called Humbly Assisting Humanity reached out to me,” Jen says. “They provide meals to people who were homeless or temporarily housed in motels. They said it would be really nice if we could offer these folks something sweet to go along with the hot meals they were providing. And I started doing monthly and bimonthly baked donations for them. I made a lot of cupcakes, cookies, and brownie bars—things they could individually pack to go along with the meals they were offering.”

Jen also makes custom cakes for friends and family. “Instead of charging for it, I ask them to take what they would’ve paid the bakery and donate that amount to a charity of their choice,” she says. “I’ve done that for several different cakes and, while they don’t always tell me how much they donate, I’d say I probably have more than \$500 in donations to various charities from that model.”

She now has [Facebook](#) and [Instagram](#) pages featuring her creations. She considered starting her own nonprofit baking operation but is instead pursuing starting a local chapter of [Cake4Kids](#), a group that bakes and delivers free birthday cakes for underserved children who might not otherwise receive one.

Jen doesn’t always get to see the reactions of the people who receive her baked goods, but the organizers who deliver them are very appreciative. “They tell me the recipients are always happy to get something sweet because they usually just get the necessities,” she says. “Everyone deserves a little treat.”



Europe, Middle East, and Africa (EMEA)



Office location:
Dubin, Ireland

Impact:
Supporting
neurodiversity

There's nothing like some gardening and work around the house to leave you with a feeling of accomplishment—especially when it's for a good cause. Fifteen colleagues from CSC's Dublin office took a day off from work in October to volunteer at St. Michael's House in Raheny, a suburb just north of Dublin, to work at the facility.

St. Michael's House provides services to more than 2,300 disabled people in 170 locations in the greater Dublin area. According to the organization's website, [St. Michael's House](#) is committed to delivering services and support based on the needs, wishes, and choices of people with an intellectual disability, based in communities and connected to natural support networks.

The volunteers spent their day weeding, planting, painting, and cleaning up outside. They also painted three rooms inside the day center. CSC supported the day at St. Michael's House, including covering the cost of paint, plants, and other much-needed supplies. "It was a lovely day and meant so much to everyone at St. Michael's House to have the work done—and we had fun along the way," says Anne Murphy, Global Capital Markets associate director. The office is already planning the next visit and is committed to developing and nurturing the relationship with the organization.

"It was comforting to step back at the end of the day, look around, and see how much work we had done," says Ethan Cleary, a transaction analyst. "We could see how happy the staff and people at St. Michael's House were with all we accomplished. The work was well needed and turned out great in the end."



Giving Back by Region

Europe, Middle East, and Africa (EMEA)



Office location:
London, U.K.

Impact:
Education, food
insecurity

Altruism runs deep in CSC’s London office. What may have started out as personal volunteer work for causes close to the heart has spread across the team, with larger groups getting involved every year.

In the last year, team members have supported causes ranging from childhood education to fighting food insecurity and everything in between. “Our colleagues have shared the charities they partner with closely in their personal lives,” explains Benise Aulak, a Digital Brand Services (DBS) global team training manager. “As a result, the office has been able to create relationships with these charities and have even more people work with them.”

TutorMate, which pairs volunteers with 5- and 6-year-olds from disadvantaged backgrounds, has been a longtime favorite for many in the office. Benise’s relationship with the organization dates back to 2018 and has been the catalyst for many of her colleagues to get involved as well. They each spend 30 minutes weekly offering virtual reading support. They also attend in-person reading celebrations at the children’s schools.

Others in the office—including Service Team leader Ed Stammers, who colleagues credit for bringing a new spark to the CSC Gives Back efforts—were among this year’s volunteers at **Bow Foodbank**, located in East London. The nonprofit operates two food banks and offers food to those in need in a friendly and hospitable way and London employees plan to volunteer there every month. The CSC team spent time there creating food bags, helping with general upkeep, and checking stock levels.

Karolína Bartošáková-Harlow was one of employees who helped start the Bow Foodbank partnership in the summer of 2022. The Human Resources manager says it’s important to work for a company that uses its resources and influence to make the world a better place. “That’s exactly what I consider CSC Gives Back to be doing,” she says. “I volunteered a lot at university, and CSC Gives Back was the right push for me to pursue it again.”

Stepney City Farm and Make-A-Wish Foundation U.K. are among other organizations supported by the office. Associate trainer Jeff Tong recalls his impression of the impact his team and others are having locally. “It’s fantastic to see the London office making headway in reaching out to different community organizations and charities. I’ve witnessed firsthand how reliant such charities are on volunteers, and so for our office to continue pushing and expanding our efforts is absolutely brilliant!”



Europe, Middle East, and Africa (EMEA)



Office location:

Wiesbaden, Germany

Impact:

Children's charities

When Nina Hrichak, a regional director who's been with CSC for more than 12 years, emailed her colleagues in the Wiesbaden, Germany, office to organize a fundraiser for two groups helping children and their families, the response was overwhelming.

The Wiesbaden team donated 26,00 euros including a \$1,000 match from CSC for **Zwerg Nase Zentrum**, a home for disabled children, and **Bärenherz Children's Hospice**. "We wanted to make a difference," explains Nina. "In the current economic climate, charity initiatives are even more important at the holidays because there are more people in need than usual." The donation also included a tree for the hospice's healing garden, musical instruments, and a huge gymnastics mat for the children.

"We're a small team—there are 18 of us working in the office and remotely," Nina says. "But together we have a big impact." When they were choosing which charities to help, the team wanted to make a lasting impact in the community. Nina says the donated tree is something the hospice will have for a long time—"We wanted the gift to be sustainable."

The idea of helping Bärenherz Children's Hospice first materialized several years ago when a colleague mentioned it to Nina. She shared the suggestions with the rest of the team, and they agreed to help both organizations. "When I first emailed everyone and asked for voluntary donations, there was an immediate wave of responses. I was blown away by how many people jumped at this and wanted to help. The feedback was absolutely fantastic."

She says the team's newest members were also eager to donate, get involved, and give back. "One person wanted to join us on their first day of work and another had been here less than a week and asked to help straightaway," Nina says. "As soon as the email went out, you could feel the excitement, and people were committing to donating and being part of it. Everyone on the team reached out and wanted to take part."



Asia-Pacific (APAC)



Office location:
Melbourne, Australia

Impact:
Cancer research

Australia's Biggest Morning Tea is not a six-story-high teacup filled with Earl Grey floating in Sydney Harbor. It's actually a nationwide event that raises money to make a difference to those affected by cancer. The nation's leading cancer charity, **Cancer Council Australia**, a nonprofit involved in cancer research, prevention, advocacy, and patient support, sponsors the event.

CSC's Melbourne office, known for its spirit of giving back, was an active participant in the 2022 Morning Tea. Vinita Verghese and Jessica Yee helped organize the event, which featured tea (of course) and a bake sale. The core planning team included Jayce Yeo, Elish Wong, and Aishwarya Kulkarni. "Almost everyone from this office participated in some way," says Vinita, a service trainer for our Digital Brand Services business.

"People donated or brought in cakes or treats that we could share over a cup of tea, and then we had a big catch-up, since many of us hadn't seen each other in a while because of the Melbourne COVID lockdowns," Vinita says. "All the proceeds from the sale went to Cancer Council and all the research they do." The office ended up raising AU\$525 for Cancer Council, more than doubling their target of AU\$250. CSC put in an additional AU\$2,000 to boost the fundraising efforts.

Team members who were unable to come into the Melbourne office were not left out of the fun. "We held a raffle, where people had to guess which teacup held the prize. Half the money went to the charity, and half went to the winner, who kindly donated his prize money to the charity," she says.

The money raised from the event goes to research as well as supporting families affected by cancer, explains Jessica, who leads a client service team. "Morning Tea promotes awareness within the community and allows people to contribute financially by attending events hosted by Cancer Council. Every dollar raised through Australia's Biggest Morning Tea helps fund Cancer Council's lifesaving research, prevention, support, and information programs."

"This was our first chance as a team to give back to the community after COVID," Jessica says. "It was a great team bonding experience too. We've had newer employees join the team during the strict lockdowns in Melbourne, and this was a great opportunity for them to participate in our philanthropic activities."



Giving Back by Region

Asia-Pacific (APAC)



Office location:
Singapore

Impact:
Women's rights
and advocacy

There are many ways to give back to your community—for example, raising funds, donating items, and volunteering. Colleagues at CSC's Singapore offices did all three in November to help the [Singapore Council of Women's Organisations \(SCWO\)](#).

Established in 1980, SCWO is Singapore's national coordinating body of women's organizations, with more than 60 member groups representing more than 600,000 women. SCWO's motto is "Equal Space, Equal Voice, and Equal Worth" for women in Singapore.

John Valenzuela, a DBS sales manager in Singapore, says colleagues from the teams that support our Digital Brand Services and Global Capital Markets businesses pitched in to help SCWO. They held a town hall and lunch to brief potential volunteers and get commitments to work, then contacted SCWO in September and proposed the fundraising, donation, and volunteering effort.

The teams collected and donated close to a dozen boxes of items to be sold at SCWO's thrift shop—a key source of funds for the organization. Thirteen DBS employees spent three hours volunteering on Nov. 11, helping to clean and reorganize the thrift shop. In addition to John, volunteers included Letitia Thian, Jasmine Kwek, Jeff Chng, Sabrina Moden, Vanessa Lau, Felicia Tay, Liu Yang, Willy Poh, EiEi Aung, Joy Tan, Cin Lee, and Jovin Tan.

They also collected more than \$4,000, which includes matching funds from CSC, to help SCWO. It's not the first time the teams have joined forces to give back. Both offices volunteered to work a full Saturday shift at a soup kitchen in Singapore in January 2021 and helped feed more than 7,000 people.

"The best part was having all teams represented for an initiative that combines financial aid and volunteer work," says John. "That's always the goal."



Office location:
Hong Kong

Impact:
The Salvation Army

When it comes to helping others, it's all about getting the message out. That's precisely how CSC's Hong Kong office decided to help their local [Salvation Army](#).

"We disseminated the message about giving back to our Hong Kong office, and all colleagues were enthusiastic to help out," explains Vic Law, manager for our Global Capital Markets business. "Everyone wanted to support someone in need."

"We joined the Salvation Army Recycling Programme by donating new or used items to the organization," Vic says. The Salvation Army uses the proceeds from all donations across its various community programs. "Some of the donated goods will be distributed to the disadvantaged, and others will be sold in their family stores at affordable prices for the needy," she says.

Vic says this was the first charity activity the Hong Kong office engaged in as a team, but surely won't be the last. "We do contribute as individuals to charity activities from time to time, but we have even more of an impact when we come together. We're proud to show up and support the communities that so many of us have called home for years."

Organizations Supported

Over the last year, we've been proud to support the following organizations and their work through both sponsorships and matched employee contributions. It's the work of organizations like these that are helping to better our communities.

As we look ahead to a promising future, we're confident that by working together we can have an even greater impact that will help us all thrive.

Alzheimer's Association
American Cancer Society
American Foundation for Suicide Prevention
American Friends of Alyn Hospital
American Heart Association
American Red Cross
Black Ops Rescue
Border Collie Save And Rescue
Breast Cancer Now
Burttschell Rescue Ranch
California School of the Arts San Gabriel Valley
Can Do Canines Assistance Dogs
Children's Health Foundation
Children's Miracle Network Hospitals
Christ In the City
Compassion International
Covenant House
Dear Jack Foundation
Delaware Foundation Reaching Citizens
Delaware Hospice
Direct Relief
Easterseals Delaware & Maryland's Eastern Shore
Educational Media Foundation
Elephants Without Borders
Equi-Librium
Faithful Friends Animal Society
FISH OF SANCAP
Globalgiving
Good Works Inc.
Habitat For Humanity International
Health Partners Foundation
Hope Worldwide
Humane Society International
International Masters for Health Leadership
Independence School Inc.
International Tibetan Medical Association Ltd.
International Water Association
Just Giving.com
Islamic Society of Delaware
Klamath Falls Gospel Mission
Klamath-Lake Counties Food Bank
Lancer Booster Club
Langley Main Street Association
LauraLynn - Ireland's Children's Hospice
Leukemia & Lymphoma Society
Life Animal Rescue
Lil Buddy Rescue
Little Sisters of The Poor
Maot Chitim Of Greater Chicago
Memorial Sloan Kettering Cancer Center
Mother Mentors of Whidbey Island
Music School Of Delaware
Nagarathar Sangam of North America
Nemours Children's Health
Paralympics Ireland
Paris Foundation
Patterson Park Public Charter School
Philadelphia Animal Welfare Society
Planned Parenthood Federation of America
Rancho Coastal Humane Society
Reedy High School Cheer Booster Club
Road To Freedom Rescue
Ronald McDonald House Charities*
Rotary Foundation of Rotary International
Samaritan's Purse
Save The Children*
SCY High Tech Inc.
SEAN'S HOUSE - Unlocke the Light
Shriners Hospitals for Children
Singapore Council of Women Organization
Social and Environmental Entrepreneurs
Soille San Diego Hebrew Day School
Special Olympics Delaware
Spur Impact
St. Michael's House
Stepney City Farm
Stevenson High School Foundation Community Fund
Sunday Breakfast Mission
Surge for Water
Susan G. Komen Breast Cancer Foundation
Tamil Nadu Foundation, Inc. (USA)
Tarrant Area Food Bank
The Andrew McDonough B+ Foundation
The Ark
Toni's Kitchen
Torah High Schools of San Diego
UNICEF USA
United Nations Foundation
United States Association For UNHCR— The UN Refugee Agency
V Foundation for Cancer Research
World Central Kitchen*
Wounded Warrior Project
Yarmouth Superstore
YMCA of Delaware Brandywine Branch
YWCA Northern New Jersey

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The organizations listed above received contributions of at least \$200 from CSC.



For more information, visit
cscglobal.com/service/csc/csc-gives-back/.