A Guide to CSC Benefits

Japan

Summary of Benefits, Japan

At CSC, we believe that our greatest asset is our people—the dedicated individuals who contribute their skills, passion, and creativity to our shared success. As an organisation, we're committed to fostering a supportive and inclusive work environment where every colleague feels valued, respected, and cared for.

Our comprehensive benefits package reflects this commitment. We understand that life is multifaceted, and our offerings aim to address various aspects of your well-being. We're here to support you every step of the way. Our comprehensive benefit offerings are outlined below.

Eligibility

All CSC colleagues are eligible for benefits.

Well-being benefits

Your physical and mental well-being are a priority, and we recognize that a healthy mind and body are essential for overall happiness and productivity. Here's how we demonstrate our commitment:

Medical insurance

Colleagues are covered under the national social security health program, which provides access to essential medical services. Upon joining the company, your health insurance card is typically issued within two weeks of receiving your first pay.

Health and well-being resources

CSC provides colleagues with many health and well-being strategies to help you care for yourself and your family. Our 24x7x365 confidential employee assistance program (EAP) connects you to licensed counselors and aims to help you find solutions for the everyday challenges of work and home, as well as for more serious issues involving emotional and physical well-being.

There are more than 80 health and well-being champions located in our offices around the world, committed to bringing our health and well-being agenda to life locally and helping you tap into the wealth of available resources.

CSC highlights and encourages self-directed learning focused on mental and physical well-being.

Annual medical check-up

Annual medical checkups are mandatory in Japan and play an important role in maintaining your health. CSC reimburses eligible expenses up to ¥28,520. Complete your checkup by year-end and submit your receipt through Concur for reimbursement.

Group long-term disability (GLTD)

Long-term disability (LTD) coverage provides income replacement in cases where a colleague is unable to work due to illness or injury for an extended period.

- Benefit amount: 60% of monthly base salary
- Monthly benefit cap: ¥1 million
- Benefit duration: Payable up to age 60 (up to two years in case of mental illness)
- Waiting period: 90 days

Financial benefits

We're dedicated to offering our colleagues a range of financial benefits aimed at supporting your financial well-being and helping you plan for a secure future. Here's how CSC is committed to helping you achieve your financial goals:

Pension

Planning for retirement is a crucial aspect of your financial well-being. Colleagues contribute to Welfare Pension Insurance in accordance with the Japanese Social and Labor Insurance Law. This program provides financial support for retirement helping to ensure long-term security and peace of mind.

Group term life insurance

This benefit provides coverage in the event of death or total permanent disability due to sickness or injury.

- Benefit amount: Two times the annual base salary
- Maximum coverage: ¥30 million

CSC Gives Back

Through our CSC Gives Back program, individuals and teams give back into the local and global communities. CSC provides volunteer T-shirts for colleagues and matches colleague donations to charities between $50-$1,000 or equivalent per year, per organization.

Work-life balance

At CSC, we value work-life balance and our colleagues' diverse needs. We foster a supportive environment where taking time off is encouraged, whether for personal health, family, mental well-being, or recharging. Here's how we demonstrate that commitment:

Annual leave

Full-time colleagues are eligible for 20 days of annual leave each year. Part-time colleagues receive a prorated amount based on their scheduled working hours. Any unused leave at year-end carries over in full, with no expiration date.

Public holidays

Colleagues are entitled to 17 paid public holidays.

Other applicable leaves

In Japan, various leave types are available to support colleagues during key life events such as maternity and paternity leave:

- **Maternity**: Expectant mothers are eligible to take up to six weeks of paid leave prior to their expected due date and eight weeks following the birth.
- **Paternity**: New fathers can take a total of four weeks of time off at 80% of their base salary to bond with their new child. This time must be taken within eight weeks of birth.

Guidelines on the other leave types can be found on CSC Central.

Recognition and rewards

Outstanding performance is celebrated through peer recognition aligned with Our Values, milestone tenure awards, and incentives for referring top talent. We believe that acknowledging these efforts boosts morale and fosters a supportive and thriving workplace culture. Join us in celebrating the exceptional contributions that drive our success:

LOV Badge

Our Values are at the core of who we are and the standards we aspire to live by each day. Colleagues regularly "show some LOV" by taking the time to recognize each other for Living Our Values (LOV).

Service awards

We deeply value the dedication and commitment of our colleagues. Our service award program recognizes and celebrates the milestones achieved by our team members for each five-year milestone reached.

Colleague referral awards

Good people know good people. As a result, a financial award is provided to colleagues who refer external candidates who are subsequently hired and remain with CSC for at least six months.

Career growth

Career growth is a top priority at CSC. We believe investing in your professional development benefits both you and the organization. We take pride in the talent we hire and want to promote and allow our colleagues to grow. Your next career opportunity is right here! Here's how we foster career growth:

Internal learning

Colleagues are provided with many resources to become more knowledgeable in their current role or take on new roles with the company. Self-directed resources are available, such as career self-assessments, thousands of courses through Open Sesame, other internally curated content, podcasts, mentoring programs, webinars, and more.

Continuing education program (CEP)

CSC offers reimbursement for certain educational courses, with preapproval from your leader. Colleagues with at least six months of service can seek financial assistance up to $5,250 (or equivalent) per calendar year for relevant learning.

For full policy details on our continuing education program, please visit our CSC Central site.

We pay for performance

We believe that both what we do and how we do it are equally important. Therefore, our performance evaluations are balanced, with 50% based on achieving goals and 50% on how well we align with our core values.

Merit increases

Leaders work together with their team members to set goals at the beginning of employment and each calendar year, in alignment with our line of sight. Throughout the year, leaders have continuous conversations with their team members to discuss progress toward achieving goals and career growth. Most colleagues are eligible for a discretionary merit increase based on consistent and sustained performance in the first quarter of each calendar year.

Success Sharing bonus

This is a taxable bonus that may be paid to eligible colleagues at the company's discretion in the first quarter of each year. The distribution amount, if any, is generally determined by the company's profit and growth in the preceding fiscal period. Colleagues hired in the last quarter of the calendar year (1 October through 31 December) will not be eligible for Success Sharing paid for that year.

Note: Success Sharing does not apply to those covered under other incentive compensation programs.

Your voice is important

Colleague feedback is invaluable to us**.** Fostering an open dialogue and actively seeking input from our colleagues leads to better decision making and a more inclusive work environment. Here's how we demonstrate our commitment:

- Colleagues are formally asked for feedback through an onboarding survey, and later a new hire survey in their first year of employment. Companywide surveys are also conducted once or twice per year.
- CSC has an open-door policy, encouraging colleagues to have regular conversations with their leaders and to work together with others to innovate, continuously improve, increase colleague satisfaction, and maintain a culture of trust.