



SASB Reference Table

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. The following is in accordance with the reporting requirements of the SASB Standard for the Hardware industry.

Topic	SASB Accounting Metric	Category	2023 Full Year
Activity Metric	Number of units produced by product category. (TC-HW-000.A)	Quantitative	1 million (equipment only)
	Area of manufacturing facilities. (TC-HW-000.B)	Quantitative	268,276 m2
	Percentage of production from owned facilities. (TC-HW-000.C)	Quantitative	0.16
Product Security	Discussion of approach to identifying and addressing data security risks to new and existing products. (TC-HW-230a.1)	Discussion and analysis	Data Security Solutions & Secure Document Solutions - Xerox
Employee Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees. (TC-HW-330a.1)	Quantitative	CSR Goals and Progress Summary

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Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances. (TC-HW-410a.1)	Quantitative	<p>Xerox® Products contain certain chemicals on the IEC 62474 declarable substances list. This is because there are no technically feasible alternatives. Xerox is committed to meeting all legal and regulatory requirements. Remaining uses of substances of concern in products are for applications that lack technically viable alternatives. All electronics companies still have products claiming RoHS exemptions or using REACH candidate list substances when there is no viable alternative. For example, 100% of electronics products still contain some amount of lead used in specialized applications that are allowed under RoHS exemptions. Xerox assessment and management of known or potential substances is managed in accordance with the following industry standards:</p> <ul style="list-style-type: none"> • IEC62476 – Evaluation of products with respect to substance use restrictions in electrical and electronic products • IEC62474 – Material Declarations for Products of and for the electrotechnical industry • IEC 63000 – Technical documentation for the assessment of electrical and electronic products with respect to the restriction of hazardous substances • IEC62321 – Determination of certain substances in electrotechnical products
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT certification or equivalent. (TC-HW-410a.2)	Quantitative	80%
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria. (TC-HW-410a.3)	Quantitative	91%
	Weight of end-of-life products and e-waste recovered or recycled. (TC-HW-410a.4)	Quantitative	TBD TBD

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Supply Chain Management and Materials Sourcing	Percentage of products by revenue that contain critical materials. (TC-HW-440a.1)	Quantitative	100%
	Percentage of tungsten, tin, tantalum, and gold smelters within the supply chain, that are verified conflict-free. (TC-HW-440a.1)	Quantitative	65%
	Discussion of the management of risks associated with the use of critical materials and conflict minerals. (TC-HW-440a.1)	Discussion and analysis	<p>Conflict Minerals Xerox has a well-established management system for Conflict Minerals reporting and was actively involved in the development of the Conflict Minerals Reporting Template which enables companies to review in detail the smelters used in their supply chain. Based on our annual due diligence we work to improve compliance and remove those smelters from the supply chain who are not in compliance with OECD / SEC requirements. Our Conflict Minerals Report and Policy, per SEC requirements, are accessible on our external website at https://www.xerox.com/en-us/about/supplier-relations/governance.</p> <p>Critical Minerals There are a number of initiatives related to Critical Materials and Rare Earths. The EU and US are evaluating how to ensure these materials can be recovered at end of life, as well as reviewing alternative materials and geography for materials which are currently only available in certain countries e.g., China, Russia. In addition, certain Eco Labels are developing criteria for key commodities which contain critical minerals, e.g., Hard Disc Drives, Batteries. This will require producers to identify if the product contains these commodities, and if so, report their location to treatment facilities to enable their recovery. Xerox is actively working with the Eco Labels to develop the criteria.</p>
	Percentage of suppliers audited in the RBA Validated Audit Process (VAP) or to an equivalent social and environmental responsibility code of conduct. (TC-HW-430a.1)	Quantitative	1% (of suppliers comprising the top 80% spend)
	Suppliers' social and environmental responsibility audit compliance: (1) priority non-conformance rate and associated corrective action rate and (2) other non-conformances rate and associated corrective action rate. (TC-HW-430a.2)	Quantitative	<p>Priority Non-Conference Rate = N/A</p> <p>Priority Corrective Action Rate = N/A</p> <p>Other Non-Conference Rate = 5%</p> <p>Other Corrective Action Rate = 100% (all Initial Audit types)</p>