



PERSPECTA INC.
EQUITY GRANT POLICY STATEMENT
effective October 6, 2020

POLICY

The Human Resources and Compensation Committee has been granted authority by the Board of Directors of Perspecta Inc. (the “Company”) to administer all of the Company’s equity compensation plans. The Human Resources and Compensation Committee Charter requires the Human Resources and Compensation Committee to establish an equity grant policy. The Human Resources and Compensation Committee hereby establishes as the policy of the Company to make grants of Company equity securities to non-employee directors and selected employees from time to time. The purpose of such equity grants is to attract, retain and motivate the recipients, and to further align their interests with those of the Company’s stockholders.

APPLICABILITY

This policy applies to all Company equity securities awarded by the Company to its non-employee directors and employees.

TYPES OF EQUITY GRANTS

All Company equity securities awarded by the Company to its non-employee directors and employees shall be issued pursuant to stock incentive plans adopted by the Board of Directors and approved by the Company’s shareholders. These plans may provide for the issuance of stock options, restricted stock, restricted stock units, stock appreciation rights or other forms of equity-based compensation. All terms and conditions of each equity grant shall be approved on or prior to the grant date.

STOCK APPRECIATION RIGHTS

For the avoidance of doubt, all stock appreciation rights awarded by the Company, whether settled in cash or in stock, shall be treated as equity securities for purposes of this Equity Grant Policy Statement, and shall be subject to the requirements of this Equity Grant Policy Statement.

GRANT DATE

The grant date of each Company equity security awarded to the Company’s non-employee directors and employees shall be the grant date set forth below; provided, however, that:

- (i) the Board of Directors or the Human Resources and Compensation Committee may, prior to the grant date set forth below, designate a later date as the grant date;
- (ii) if the grant date, as so determined, is not a New York Stock Exchange (“NYSE”) trading day, then the grant date shall instead be the first NYSE trading day thereafter; and
- (iii) if the award of such Company equity security on the grant date, as so determined, would not be in accordance with all applicable laws, rules and regulations, then the grant date shall instead be the first Company trading day thereafter upon which such Company

equity security could be awarded in accordance with all applicable laws, rules and regulations.

Grants to Non-Employee Directors

The grant date of Company equity securities awarded to non-employee directors shall be the third trading day following the date of the annual meeting at which they are elected or reelected as a Company director or, in the case of a director appointed or elected at a meeting other than the annual meeting, the grant date shall be the 15th day of the month following the month in which the director's appointment or election is effective.

Grants to Employees

Annual Cycle Grants

The grant date of Company equity securities awarded to employees as part of the annual compensation review process shall be the later of (i) the third NYSE trading day following the Earnings Release Date or (ii) the third NYSE trading day following action by the Human Resources and Compensation Committee to authorize the annual equity grants.

Out-of-Cycle Grants

Grants to New Hires

Mergers, Acquisitions and Outsourcings – The grant date of Company equity securities awarded to new hires who become Company employees through a merger, acquisition or outsourcing shall be as set forth in the merger, acquisition or outsourcing agreement, or, if not set forth therein, shall be the 15th day of the month following the later of (i) the month in which the Hire Date (as hereinafter defined) occurs or (ii) the month in which such grant is approved.

Other New Hires – The grant date of Company equity securities awarded to Other New Hires shall be the 15th day of the month following the later of (i) the month in which the Hire Date occurs or (ii) the month in which such grant is approved.

Special Provisions Applicable to New Hires – A newly hired employee shall be eligible to participate in the first Annual Cycle Grant following his or her Hire Date. The level or amount of such newly hired employee's award for the Fiscal Year in which the Hire Date occurs shall be prorated based on the number of full months he or she is employed during the Fiscal Year in which the Hire Date occurs.

Notwithstanding the preceding sentence, exceptions to the proration of awards to newly hired employees may be made by whichever person has the authority to approve the award in accordance with the Human Resources and Compensation Committee charter and the Perspecta Authority Matrix.

“Hire Date” means the date a Company employee begins work as a regular, full-time employee.

Promotional Grants

The grant date of Company equity securities awarded to employees in connection with a promotion shall be the 15th day of the month following the later of (i) the month in which the Promotion Date (as hereinafter defined) occurs or (ii) the month in which such grant is approved.

“Promotion Date” means the later of (a) the effective date of the promotional salary increase (or, if no such increase, of the new job title) or (b) the date such salary increase (or new job title) was first entered into the applicable payroll system.

Other Out-of-Cycle Grants

The grant date of Company equity securities awarded to employees for any other reason, including special recognition or retention, shall be the 15th day of the month following the month in which such grant is approved.

During the month of the annual cycle grant, the grant date of out-of-cycle grants will be the same date of the annual cycle grant or the 15th day of the month as noted above.

EXERCISE PRICE OF STOCK OPTIONS AND STOCK APPRECIATION RIGHTS

All stock options and stock appreciation rights shall have an exercise price per share equal to the closing price of Company stock on the NYSE on the option grant date, or such other price as may be required by any applicable law, rule or regulation and permitted by the applicable plan.

GRANT NOTIFICATION

The recipients of Company equity grants will be notified of such grants on or as soon as possible after the grant date.

GRANT APPROVAL

Company equity grants shall be approved as set forth below. A Company equity grant shall be deemed approved on the first date upon which all of the following have been approved:

- (i) the name of the recipient of the grant;
- (ii) the value of the grant or the number of shares issuable pursuant to the grant; and
- (iii) the principal other terms and conditions of the grant are established.

If the value of a Company employee equity grant is approved (the “Approved Value”), but not the number of shares issuable pursuant to the grant, then the number of shares issuable pursuant to such grant shall be determined as follows:

First, calculate the average of the closing prices of Company stock on the NYSE during the three-calendar-month period ending on, and including, the grant date (the “Average Closing Price”).

Second, calculate the exact number of shares that would be issuable pursuant to the Company equity grant if the aggregate compensation expense recognized by the Company with respect to the grant for accounting purposes, based upon the most recently determined monthly valuation assumptions, were equal to the Approved Value. For purposes of this calculation, assume that the



closing price of Company stock on the NYSE on the measurement date is equal to the Average Closing Price.

Third, round such exact number of shares to the nearest whole share.

BUDGET AND REPORTING

On an annual basis, the Chief Executive Officer shall recommend, and the Human Resources and Compensation Committee shall approve, a budget for the Company equity grants to be awarded during such fiscal year. The equity grants shall not exceed this budget without the prior approval of the Human Resources and Compensation Committee.

After the end of each fiscal quarter, the Corporate Vice President Human Resources will provide to the Human Resources and Compensation Committee a report of all Company equity grants awarded during such quarter at the next regularly scheduled Human Resources and Compensation Committee meeting.