Speakers

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Disclaimer

SPECIAL NOTE ON FORWARD LOOKING STATEMENTS

Statements in this presentation that relate to future results and events are forward-looking statements and are based on Dell Technologies’ current expectations. In some cases, you can identify these statements by such forward-looking words as “anticipate,” “believe,” “could,” “estimate,” “expect,” “intend,” “confidence,” “may,” “plan,” “potential,” “should,” “will” and “would,” or similar expressions. Actual results and events in future periods may differ materially from those expressed or implied by these forward-looking statements because of a number of risks, uncertainties and other factors, including those discussed in Dell Technologies’ periodic reports filed with the Securities and Exchange Commission. Dell Technologies assumes no obligation to update its forward-looking statements.
Agenda

Progress Made Real (PMR) – 2030 Moonshot Goals
Evolution of our ESG Strategy
ESG Governance Structure
Spotlight:
  ➢ Achieving Net Zero
  ➢ D&I Update and People Philosophy
ESG Recognition
Q&A
Progress Made Real Plan for 2030 – Moonshot Goals

Four key focus areas of our 2030 social impact vision with targeted goals for how we will create a positive, lasting impact on humankind and the planet

**Advancing Sustainability**
For **every** product a customer buys, we will reuse or recycle an equivalent product, and **100%** of packaging and **+50%** of our product content will be made from recycled or renewable material

**Cultivating Inclusion**
50% of our global workforce and **40%** of our global people leaders will identify as women

25% of our U.S. workforce and **15%** of our U.S. people leaders will identify as Black/African American and Hispanic/Latino minorities

**Transforming Lives**
Advance health, education and economic opportunity initiatives to deliver enduring results for **1 billion** people

**Upholding Ethics & Privacy**
Fully automate our data control processes, making it easier for our customers to control their personal data

See our [FY21 Progress Made Real Report](#) for additional detail and latest results on all of our 2030 goals.
The Evolution of our ESG Strategy
Driving progress by listening to stakeholders and increasing transparency on ESG topics

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<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tr>
<td>CSR Reporting Audit</td>
<td>Parental leave policy expanded</td>
<td>Connected Workplace 2.0</td>
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<td>Updated our Culture Code</td>
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- Materiality assessment to inform 2030 goal strategy
- PMR 2030 goals launched
- TCFD risk assessment complete
- 1st PMR report released
- 10 of 12 audit action plans implemented
- MSD signed WEF “Commitment to Adopt and Implement the Stakeholder Capitalism Metrics”
- Materiality refresh to inform ESG strategy
- GRI and SASB gap assessment
- ID priority ESG ratings
- ESG disclosure priorities for FY22
- 2030 goals ELT update
- ESG suite of reports incl. 1st year with 2030 goals progress

The Evolution of our ESG Strategy
Driving progress by listening to stakeholders and increasing transparency on ESG topics

2019
- Parental leave policy expanded
- Updated our Culture Code

2020
- Connected Workplace 2.0
- Formal ESG Strategy Board approval
- ESG Steering Committee established
- ESG risk register
- Updated People Philosophy ABC’s to include ‘D’

2021
- Digital Inclusion pilot
- Net Zero Climate goal established
- 2030 goals ELT update
- Sustainability CAB

GRI, SASB, CDP

Updated our Culture Code

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ESG Strategy, Governance and Reporting

Broadening our approach to formalize dedicated oversight of ESG strategy, governance and reporting

ADVANCING SUSTAINABILITY
TRANSFORMING LIVES
CULTIVATING INCLUSION
UPHOLDING ETHICS & PRIVACY

Executive Oversight
Employee Incentives
Health & Wellbeing
Financial Performance
Public Policy
Product Security
IP Protection
Competitive Behavior

CSR
Social Impact / Progress Made Real

ESG

Strategy & Governance
Reporting, Ratings, Rankings, Awards
Inquiries & Escalations
Formalized ESG Governance Structure

Robust cross-functional engagement across the company and formalized reporting to the Board and ELT

**STRATEGIC OPPORTUNITIES**

- Board of Directors
- Exec Leadership Team (ELT)

**ESG Steering Committee**
- Global Risks & Compliance Council

**ESG Interlock**
- Enterprise Risk Steering Committee

- Global Sustainability Council
- Global Diversity Council
- Global Giving Council

- Information Governance Steering Committee
- Global Privacy Steering Committee

**RISK MANAGEMENT & COMPLIANCE**

- Global Compliance Forum
- ERM Working Group
- Regional Controls & Compliance (CCRs)

**Social Impact pillar leads and key business functions**: Gov’t Affairs, Investor Relations, Legal, Accounting, Finance, HR

**Key focus areas**: ESG priorities, 2030 goal progress, initiatives, opportunity development, risk management, tracking, reporting
Spotlight: Achieving Net Zero

Committed to reaching net zero greenhouse gas (GHG) emissions across Scopes 1, 2 and 3 by 2050

At this time, Dell Technologies has determined all other Scope 3 categories are not material.

**Scope 1: 58,000**
Direct emissions from Dell Technologies-owned and controlled resources.

**Scope 2: 240,500**
Indirect emissions related to the consumption of purchased electricity, steam, heating and cooling.

**Scope 3, Cat 1: 3,748,600**
Includes all upstream emissions from the production of goods and services we purchased.

**Scope 3, Cat 3: 131,700**
This includes the emissions related to the production of fuels and energy purchased and consumed by Dell Technologies that are not included in Scope 1 or Scope 2.

**Scope 3, Cat 4: 763,400**
This includes the emissions related to moving materials and products (by land, sea or air) or warehousing. This includes inbound logistics, outbound logistics, and transportation/distribution.

**Scope 3, Cat 6: 314,300**
This includes the emissions related to the transportation of employees for business purposes in vehicles owned or operated by third parties (e.g., aircraft, cars, trains).

**Scope 3, Cat 11: 11,280,000**
The emissions related to using our products.

Share of Greenhouse Gas Emission Per Area

FY20 baseline emissions in MTCO2e
Spotlight: Unlocking Innovation by Cultivating Inclusion

Continue driving progress on more diverse representation across our workforce and leaders and IT industry

By 2030, 50% of our global workforce will be those who identify as women

By 2030, 40% of our global people leaders will be those who identify as women

By 2030, 25% of our U.S. workforce will be those who identify as Black / African American and Hispanic / Latino minorities

By 2030, 15% of our U.S. people leaders will be those who identify as Black / African American and Hispanic / Latino minorities

See our FY21 Diversity & Inclusion Report for additional detail.
At Dell Technologies, we grow and achieve best together. We’re committed to being a workplace where team members can be their best and do their best work, every single day.

We bring our philosophy to life through action. We have a range of practical tools and resources that will challenge and inspire you while supporting you at every step of your career with us. Find out more and explore your potential.

**OUR PURPOSE**
WE CREATE TECHNOLOGIES THAT DRIVE HUMAN PROGRESS.

**OUR CULTURE CODE**
WHO WE ARE, WHAT WE BELIEVE, HOW WE WORK AND HOW WE LEAD.

**Achievement**
Opportunities that recognize and reward drive and that inspire personal and professional growth.

**Balance**
Respect for a full and fulfilling life, and not just a full and fulfilling career.

**Connection**
Personalized experiences that encourage relationships and reflect the digital transformation we are bringing to the world.

**Diversity and Inclusion**
A culture that enables everyone to rise to their full potential and creates a workplace that is accessible for all through representation, inclusion, sponsorship and equity.
Recognition represents our commitment to ESG
Highlights areas of excellence and areas where we will continue to enhance our performance

Forbes
Recognition for achievement in creating and driving a great workplace for Diversity & Inclusion.

AMERICA’S BEST EMPLOYERS FOR DIVERSITY 2021
Score: #88
Recognized as a company dedicated to diversity, equity and inclusion, including executive representation and proactive initiatives.

DISABILITY EQUALITY INDEX
Score: 100%
Scored a 100% in 2020 on the Disability Equality Index (DEI) by Disability:IN and the American Association of People with Disabilities for the third year in a row.

DEI Best Place to Work for Disability Inclusion 2020

ETHISPHERE’S WORLD’S MOST ETHICAL COMPANIES
Score: Winner
Recognized in 2021 as one of the World’s Most Ethical Companies® by the Ethisphere Institute for the eighth year in a row (we have been recognized for 9 years total), affirming Dell’s robust programs and commitment to integrity.

Score: 100%
Met all the criteria to earn a 100% rating and the designation of being a 2021 “Best Place to Work for LGBTQ Equality.” Recognized for 17th consecutive year.

CDP CLIMATE A LIST
Score: A
Scored an A for Dell Technologies’ response in 2020 to CDP’s annual climate change questionnaire for the quality and comprehensiveness of the information Dell provided. The disclosure score is a metric of good internal management, understanding of climate change issues, and company transparency on climate change.

CDP SUPPLY CHAIN LEADERBOARD
Leader Status
Recognized as a leader among the top 7% of companies assessed for supplier engagement on climate change, based on our 2020 CDP disclosure. CDP’s Supplier Engagement Rating measures how effectively companies are engaging their suppliers on climate change.

INSTITUTIONAL SHAREHOLDER SERVICES (ISS) ESG
Score: Prime Status
Achieved “Prime” status by fulfilling the ISS’ strong ESG requirements regarding sustainability performance in our sector in 2020.

KNOW THE CHAIN
Score: Ranked 6th out of 49 companies
Began reporting to KnowTheChain in 2020 to operate more transparently and responsibly in addressing forced labor in global supply chains.

GARTNER SUPPLY CHAIN TOP 25
Ranked among the 2021 leaders
This ranking highlights integrated, purpose-driven organizations, customer-driven business transformation and digital first supply chain. Fifteen percent of the evaluation criteria is based on ESG measures.*

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Questions?

FY21 Diversity & Inclusion Report
FY21 Progress Made Real Report