

Dell
Technologies,
UK
Gender Pay
Gap

2024/25 Report



At Dell Technologies, we believe a workplace enriched by individuals from varying backgrounds, experiences and perspectives drives innovation and human progress.

We aim to foster an environment where every team member feels valued, included and inspired to perform at their best.

We confirm that our gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Steve Young
UK SVP and MD
Dell Technologies



Dell Technologies in the UK

Dell Technologies is made up of three legal entities in the UK:

- **Dell Corporation Limited**
- EMC Europe Limited
- Virtustream UK Limited

Our 2024/25 report includes gender pay gap metrics for Dell Corporation Limited only, as this is the only entity that meets the Government criteria of 250+ employees. EMC Europe Limited and Virtustream UK Limited both employ less than the government criteria this year and are therefore not included in this report.

Dell Corporation Limited employs over 1,900 team members.*



29%
of whom are
Female



25%
of our Executives
are Female



* This number excludes those entities in the UK that do not meet the Government criteria of 250+ employees and whose gender pay gap are not detailed in this report. It represents approximately 88% of the entire UK Team.

What is the UK Gender Pay Gap?

The Gender Pay Gap is not equal pay.

Equal pay is about women and men receiving the same pay for the same or similar job. We believe that equal pay is a business imperative, and we are committed to it.

The gender pay gap, on the other hand, looks at pay across all roles, regardless of whether the roles are similar or not. As a result, even where women and men are paid the same amount for the same work, there may still be a gender pay gap. It usually indicates that there is unequal representation between men and women within the organisation.

The **gender pay gap** measures the difference between men and women's hourly earnings, regardless of the work they do.

This includes for example base pay, allowances and any other bonus and incentive pay paid in April 2025.

The **gender bonus gap** is the difference in all incentive pay received by men and women in the 12 months up to April 2025, regardless of the work they do.

This includes for example all bonuses, long term incentives and sales commission payments.

The legislation in the UK is binary regarding gender and therefore our report reflects male and female, however we feel its important to call out that we support all gender identities at Dell Technologies in the UK.

We are fully committed to both equal pay for men and women and closing the gender pay gap. This report details our results, programs and progress.

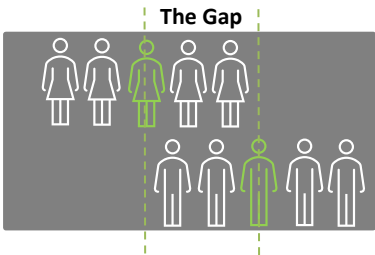
Mean:

The mean is calculated by adding up the total pay of employees and dividing by the number of employees in that group. The calculation is completed separately for men and women and the totals are compared and represented as a proportion of the male mean.



Median:

The median is the number which is in the middle of the ranking of pay from lowest to highest in each group and gives us the best view of typical pay. The middle number is compared and represented as a proportion of the male median.



Our 2024/25 results

The table below shows our UK gender pay gap data for Dell Corporation Limited

Company		Gender Pay Gap	
Dell Corporation Limited	Year	Mean	Median
	2024/25	18.1%	17.5%
	2023/24	23.9%	20.0%
	2022/23	18.7%	16.0%

The table below shows our UK gender bonus gap data for Dell Corporation Limited

Company		Gender Bonus Gap	
Dell Corporation Limited	Year	Mean	Median
	2024/25	35.7%	36.8%
	2023/24	33.7%	39.5%
	2022/23	33.6%	42.7%

Understanding our Results

We are committed to reducing the gender pay gap and fostering an inclusive workplace. This year, we have seen a slight reduction in our median gender pay gap, alongside an improvement in the gender bonus gap.

Looking ahead, we remain focused on closing these gaps through our efforts to attract, develop and retain a best-in-class workforce at all levels.

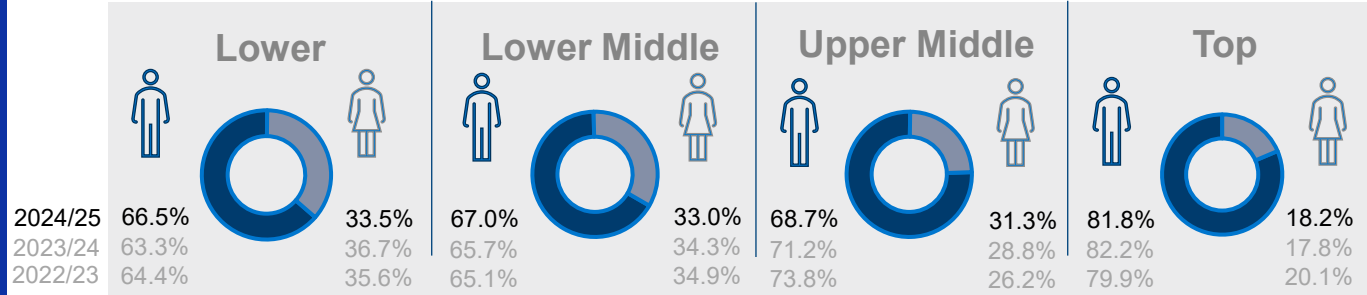
Pay Quartiles:

Pay quartiles are calculated by splitting all employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

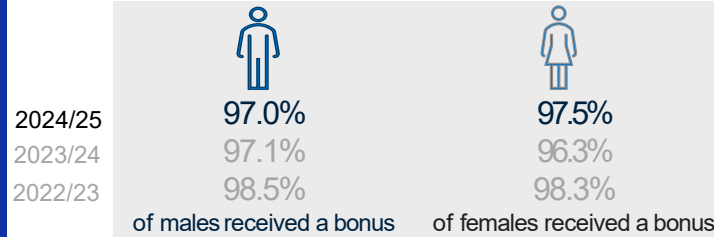


Our 2024/25 results

What proportion of employees do we have in each pay quartile?



What proportion of employees received bonus pay?*



Understanding Our Results

We are seeing a positive movement in the representation of women within the upper-middle and top pay quartiles, reflecting a gradual improvement in our gender balance at senior levels. In addition, the bonus gap remains minimal, indicating a consistent and equitable approach to performance-based rewards.

*Based on bonus data for those eligible to a bonus, shares, sales commission etc. Eligibility and payout amount depends on factors such as timing of hire, eligible earnings, performance, sales attainment and being employed on pay out dates. The gap in the proportion of male and female receiving a bonus is due to these factors.

Cultivating Inclusion

We're creating a sense of belonging for all

We believe in building a workforce made up of individuals with varying backgrounds and life experiences.

We are committed to recruiting, hiring, developing and promoting the best talent without discrimination.



Our approach to an inclusive workforce

Our team members are vital to our long-term business success, so we are focused on promoting an engaged workforce where inclusion is embedded in all we do for all our people

Workplace | Activate our culture and connection

Workforce | Enhance engagement and retention

Marketplace | Lead externally with customers and future team members

We are pleased to share some of the programs, on the following page, that are helping to grow and accelerate the inclusivity within our workforce across Dell Technologies in the UK.

Investing in women for the future

STEMAspire

This programme is designed to encourage and empower female higher education STEM students by developing their skills and confidence to facilitate their education and career journeys.

The programme pairs female students from different universities with a personal mentor, advising them on the transition from higher education to a career in technology.

We had almost 90 students completed the programme with Dell Technologies in the UK in the last year and almost 800 have taken part in the program since we launched in 2017.



Male Allyship

Our goal is to help address workplace inequity by spreading awareness about Allyship. In particular, we seek to educate on becoming a better Ally.

By fostering true Allyship, we will create a more diverse, inclusive, and equitable organization. This will attract, retain, and advance our diverse talent.

Two courses were run to pilot this in the UK.



#IAMRemarkable is designed to empower women and other under-represented groups to celebrate their achievements in the workplace and beyond.

Our goals:

- Lift the motivation and skills of self promotion for underrepresented groups
- Challenge the social perception around self promotion



Elevating Women Programme

Elevating Women was created by women in sales for women in sales.

Women who had a passion for mentoring and cultivating future female leaders. Women who wanted to pave the path for others to succeed, share challenges they may have faced along the way, provide opportunities for connection and career progression.

This program has a focus on internal female talent in the EMEA Sales organization.



We continue to be committed to the UK Tech Talent Charter (TTC), which is a commitment to deliver greater gender diversity in the tech workforce.