Now is the moment

To cultivate diversity and inclusion for all

Letter from Vanice Hayes

At Dell Technologies, our culture and our people are key differentiators. Who we are and how we work with and for each other set us apart. We have been advocating for and championing inclusion for decades. The roots of many of the goals and recent accomplishments included in this report can be traced back to the hiring of our first diversity officer back in 2000. It's my honor to now carry the torch and help illuminate the path to a brighter future for all our team members.

Workplace: We're committed to creating an inclusive environment where everyone can perform and be their authentic selves. Inclusivity is a two-way street: Everyone has the right to enjoy an inclusive work environment and the responsibility to help create it. Through programs like our 13 Employee Resource Groups (ERGs) and the Be the Change foundational learning, team members around the world are finding new connections, communities and starting points for meaningful conversations.

Workforce: Increasing representation and retention at all levels is essential to our long-term strategy. Diverse perspectives allow us to access new levels of creativity and innovation, consider multiple experiences and backgrounds, and readily anticipate the needs of our customers around the world. We're also tapping into non-traditional talent pools to help diversify our future workforce.

Accountability: We're committed to measuring and driving improvement toward achieving our goals. The metrics included in this report help us monitor and strengthen our efforts to maintain the culture our team members expect. Our leaders are key to fostering the culture within their teams. Tools, like our annual employee engagement survey Tell Dell, help us understand and enhance the experience of our global workforce.

Marketplace: We aim to lead by example in our industry and with our customers and become an employer of choice for future team members. We are thrilled to be recognized externally for workplace excellence, including our recent recognition by Newsweek as the most loved workplace in America – citing we strive to balance respect for employees with real world results.

Real inclusion happens on purpose and the journey towards true inclusion is ongoing. We remain unwavering in our commitment to continuously learn, evolve, and lead by example.

Vanice Hayes

Vanice Hayes
Chief Culture, Diversity and Inclusion Officer
Dell Technologies

Recognizing ESG success

Dell Technologies is advancing initiatives across our ESG impact areas. The following FY23 awards represent our commitment to driving impact and highlight areas of excellence. Explore more of our awards and recognition.

ECOVADIS

Platinum medal

Awarded a platinum EcoVadis medal in 2022 for scoring in the top 1% of companies assessed across four major themes: environment, labor and human rights, ethics, and sustainable procurement.

SUPPLIER ENGAGEMENT LEADERBOARD

Leader status

Recognized as a leader for supplier engagement on climate change and the transition toward a net-zero sustainable economy.

WORLD'S MOST ETHICAL COMPANIES®

Score: 11-time honoree

Recognized in 2023 as one of the World's Most Ethical Companies by the Ethisphere Institute for the 11th time, affirming Dell's robust programs and commitment to integrity.

INSTITUTIONAL SHAREHOLDER SERVICES ESG

Score: Prime status

Achieved prime status by fulfilling the ISS' strong ESG requirements regarding sustainability performance in our sector in 2021.

BEST PLACE TO WORK

Score: 100%

The DEI serves as a benchmark that helps companies build a road map of measurable, tangible actions to achieve disability inclusion and equality.

FAST COMPANY'S WORLD CHANGING IDEAS AWARDS

Score: 2023 Company of the Year

Selected as Fast Company's World Changing Company of the Year and winner of CSR category in recognition of Dell's efforts to address the digital divide and climate change.

FORBES

Score: 10th out of 750 companies

Recognized in the top 10 of the World's Best Employers for excelling in topics such as image, economic footprint, talent development, gender equality and social responsibility.

GLOBAL TOP 25 SUPPLY CHAIN

Ranked among the 2022 leaders

For 2022, the Top 25 and Masters companies embraced four macro trends: The CSCO as Chief Ecosystems Officer, Self-Stabilizing Supply Chains, Progress on Broader Sustainability Agenda and Human-Centric Digital Automation.*

AMERICA'S MOST LOVED WORKPLACES

Score: 1st out of 100 companies

Recognized as a company that puts respect, caring and appreciation for our employees at the center of our business model. This honor is based on employee surveys and analysis.

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Goals Dashboard

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Driving accountability

Our Goals Dashboard focuses on year-over-year[1] progress for our ESG goals. With the refinement of our goals shared in this report, we sought to create as much consistency as possible in sharing our progress.

In the Goals Dashboard, we have taken the following approach to report on our progress (unless otherwise noted):

- Where we have made no changes to a goal or have made changes to goal language that does not impact the unit of measure for a goal, we will continue to report progress as we have historically.

- Where we have expanded the scope or changed the unit of measure for a goal, we are reporting our FY23 progress under the original scope. We will begin sharing progress under the expanded scope or changed unit of measure for a goal in FY24 reporting.

- Where we have introduced new goals, we will be reporting our initial progress in our FY24 report.

We provide our goal methodologies at the back of this section.

We have established a FY20 baseline to measure progress toward each of our goals, unless otherwise stated.

Cultivating Inclusion Goals

GOAL	UNIT OF MEASURE	FY21	FY22	FY23	ABOUT OUR PERFORMANCE IN FY23
Inclusive Workforce					
By 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women	Percentage of global workforce who identify as women	31.8%	33.9%	34.8%	In FY23, 34.8% of our global workforce identified as women. This represents an increase of approximately 1% compared to the previous year. We attribute this progress toward our goal to continued focus on our Cultivating Inclusion goals by Dell Technologies' leadership and team members, as well as inclusive culture practices in hiring, developing and retaining talent.
	Percentage of people leaders in global workforce who identify as women	25.8%	28.2%	29.2%	In FY23, 29.2% of our people leaders identified as women. This represents an increase of 1% compared to the previous year. We attribute this progress to our continued focus on our Cultivating Inclusion goals by Dell Technologies' leadership and team members, as well as inclusive culture practices in hiring, developing and retaining talent.
By 2030, 25% of our U.S. workforce and 15% of our U.S. people leaders will be those who identify as Black/African American or Hispanic/Latino	Percentage of U.S. workforce who identify as Black/African American or Hispanic/Latino	14.2%	15.4%	16.1%	In FY23, 16.1% of our U.S. workforce identified as Black/African American or Hispanic/Latino.This represents an increase of approximately 1% compared to the previous year. We attribute this progress to our continued focus on our Cultivating Inclusion goals by Dell Technologies' leadership and team members, as well as university relations strategy and alignment to historically Black colleges and universities, minority-serving institutions, Hispanic-serving institutions, and expansion to community colleges.
	Percentage of people leaders in the U.S. workforce who identify as Black/African American or Hispanic/Latino	11.4%	12.2%	12.3%	In FY23, 12.3% of our U.S. people leaders identified as Black/African American or Hispanic/Latino. This represents a small increase compared to the previous year. We attribute this progress to our continued focus on our Cultivating Inclusion goals by Dell Technologies' leadership and team members, as well as inclusive culture practices in hiring, developing and retaining talent.

Building an inclusive culture through these focus areas

We're increasing representation in our workforce and leadership

Dell Technologies believes a diverse workforce that reflects the customers and communities we serve is a business imperative. That's why we're focused on increasing representation in our workforce and leadership. Our team member-focused initiatives help reach and retain the best talent, providing access to career and growth opportunities for women globally and for underrepresented groups in the U.S. We also focus on hiring veterans, people with career gaps and those who are neurodiverse.

We're building a sense of community and belonging for all within our workplace

The connections we make at work can have a huge impact on our lives, enhancing our well-being and giving us a sense of community and belonging. These connections also help drive engagement and collaboration across teams and projects. At Dell, we're fostering connection and engagement through our Employee Resource Groups (ERGs), our Culture, Diversity & Inclusion (CD&I) Champions and other team member advocacy groups, all aimed at building a sense of community and belonging for all.

We're creating an inclusive culture that drives innovation

We believe that innovation thrives when people work in an inclusive culture where they can be their authentic selves and feel that their contributions matter. Diverse thoughts and experiences, combined with an accepting, collaborative workplace, lead to truly meaningful work. Through our People Philosophy and Culture Code, we are creating an inclusive culture where our team members feel empowered to achieve a sense of balance and connectedness to those around them, and where diversity of thought and experiences is welcomed.

We're attracting and retaining a diverse workforce that reflects customers and communities

We believe diversity and inclusion is a business imperative, enabling different perspectives and ideas to be brought forward to drive innovation. At Dell, we're fostering an inclusive culture that attracts, builds, develops and retains a diverse and inclusive workforce unwavering in our commitment to equality, trust and advocacy for one another.

Our recruiting and hiring practices help reach and retain the best talent, providing access to career and growth opportunities for underserved and underrepresented groups. We invest in our team members through internal career advancement, development and opportunity.

We continue to pilot and innovate our hiring programs and processes, removing barriers to inclusion by continuously improving our accessibility practices, expanding our recruiting efforts and evaluating our internal processes. We also help prepare students to be science, technology, engineering and mathematics (STEM)-ready with curriculum, applied learning, internships and job opportunities. We're building a future that works for all because we believe that a culture of diversity, equity and inclusion fosters innovation and drives human progress.

We're increasing representation through innovative hiring and development programs

At Dell, we're addressing gender disparities in the workplace with targeted recruiting and hiring programs to grow and attract the best talent possible. This includes creating on-ramps and re-skilling programs, such as Career ReStart and Reboot, for those interested in returning to the workforce.

In the U.S., we're partnering with historically Black colleges and universities (HBCUs), minority-serving institutions (MSIs) and Hispanic-serving institutions (HSIs) through programs that include curriculum, internships and employment opportunities, such as Changing the Face of Tech (CFT) and Develop with Dell.

"What stood out to me was that Dell came to my campus with high-level people who looked like me."

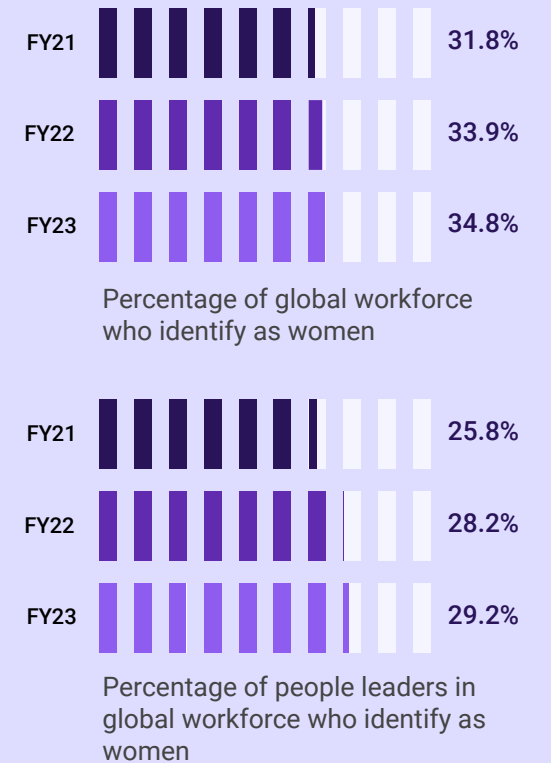**KIERRA KING,** ANALYST, FINANCIAL ANALYSIS, DELL TECHNOLOGIES

Changing the Face of Tech

Kierra King is an economics major from Clark University in Atlanta, one of our core CFT schools. She was selected for our finance summer internship program, and after completing the internship, she was selected to participate in our Finance Development program, a full-time position, where she will finish her final rotation in the summer of 2023. "What stood out to me was that Dell came to my campus with high-level people who looked like me. They held 1:1 and classroom sessions to help students understand the culture at Dell," says Kierra. Since starting at Dell, she has become an advocate for the CFT program, helping to recruit students from her alma mater and helping to build diversity and representation at Dell.

By 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women

Performance to date*

FY21	31.8%
FY22	33.9%
FY23	34.8%

Percentage of global workforce who identify as women

FY21	25.8%
FY22	28.2%
FY23	29.2%

Percentage of people leaders in global workforce who identify as women

*Please see our Goals Dashboard for more on the progress, scope and measurement of this goal.

We're expanding our talent reach

At Dell, we believe that everyone has unique strengths and skills to contribute to the workplace and drive innovation. Neurodiversity@Dell is a hiring program that offers internships and full-time career opportunities for neurodivergent candidates. The program began as a pilot in the U.S. in FY19 and expanded into Canada in FY23. The program utilizes a specialized interview process that gives candidates the opportunity to showcase their talents while also supporting leaders pre- and post-hire with training on neurodiversity and unconscious bias. Once hired, team members participate in a supportive onboarding process that includes mentors, routine check-ins with career coaches and professional development resources.

We're also committed to helping veterans transition into civilian life seamlessly through programs like our Veteran Integration Success Program (VISP), Hiring our Heroes Corporate Fellowship Program (HOH) and as an authorized partner in the Department of Defense (DOD) SkillBridge program.

"It's been an amazing experience. I love the support and flexibility Dell offers. I don't feel like I'm confined to an office for eight to nine hours a day. The biggest perk is Dell allowed me to create balance."

PRESTON SMITH, SENIOR CYBERSECURITY DELIVERY ENGINEER, DELL TECHNOLOGIES

Hiring Our Heroes

Preston Smith spent 20 years in the U.S. Army. When he retired, he was apprehensive about making the transition to civilian life and was unsure what a career in corporate America would be like. Then he learned about Dell's Hiring Our Heroes program. The program provides veterans with professional development, training and hands-on experience in the civilian workforce at Dell, preparing candidates for a smooth transition into meaningful careers. After a 12-week internship, Preston joined our team.

By 2030, 25% of our U.S. workforce and 15% of our U.S. people leaders will be those who identify as Black/ African American or Hispanic/Latino

Performance to date*
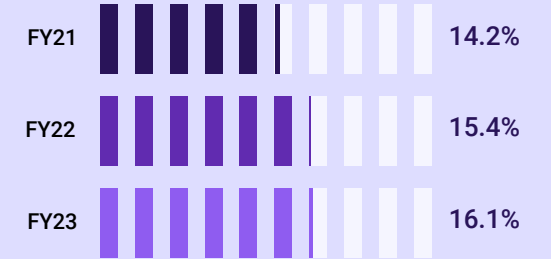
FY21	14.2%
FY22	15.4%
FY23	16.1%

Percentage of U.S. workforce who identify as Black/African American or Hispanic/Latino

FY21	11.4%
FY22	12.2%
FY23	12.3%

Percentage of people leaders in the U.S. workforce who identify as Black/African American or Hispanic/Latino

*Please see our Goals Dashboard for more on the progress, scope and measurement of this goal.

We're helping our team realize their full potential

Our people are our greatest strength. Helping them realize their full potential starts with knowing our talent — focusing on their current strengths and the capabilities they want to develop and then ensuring access to programs that help them achieve their goals. We invest in our team members through internal career advancement, development and opportunity.

We're excited to announce that in 2022 we achieved our goal of 95% of team members choosing to participate in our annual foundation learning on inclusive principles and practices. While we will continue to provide foundational learning on key topics such as unconscious bias, harassment and microaggressions in order to drive a culture where all team members can reach their full potential, we are retiring this as a goal.

"I am so excited to announce the team has exceeded our foundational learning participation goal two years in a row. While we will be retiring this goal, that does not mean the learning will end. As new people join our team, they will be introduced to the principles of Be the Change as a part of onboarding to ensure the productive conversations we've seen thus far can continue. The same is true for new leaders who will also be introduced to the principles as part of new leader onboarding. True inclusion requires daily effort and the education and commitment of our full team."

VANICE HAYES, CHIEF CULTURE, DIVERSITY AND INCLUSION OFFICER, DELL TECHNOLOGIES

We're driving inclusion and creating a sense of belonging for all

We are creating meaningful connections in the workplace. These connections can enhance our well-being, inspire a sense of creativity and give us a sense of belonging. At Dell, we're fostering connection and engagement through our CD&I Champions, ERGs and other team member advocacy groups. These internal organizations provide professional development, community giving, volunteering opportunities and social engagements.

We're amplifying our culture through champions

Dell's corporate culture benefits from the dedicated efforts of some of our most engaged team members, the CD&I Champions. This group of 2,778 team members[2] put their beliefs into action, serving as brand enthusiasts who understand the business imperative behind diversity and inclusion. They work to amplify our stories and messages on social channels, support key moments and raise awareness about educational opportunities and CD&I programs.

CD&I Champion

Santosh TK has always drawn inspiration from helping others. Throughout his 19 years at Dell, he has been passionate about building awareness of diversity and inclusion. As a CD&I Champion, he has spent years advocating for ERGs and the feeling of community and belonging they help foster. As part of his work on the True Ability ERG, Santosh TK has hosted several training sessions, including Be the Change and sign language training for 500+ team members in India. He has also hosted several learning sessions to sensitize team members to the challenges people with disabilities face, including how they've overcome those challenges.

"At Dell Technologies, culture is the key to how we make it work. Championing and advocating a culture of inclusiveness, respect and great teamwork through our ERGs is critical to impacting positive change and helps bring it all together."

SANTOSH TK, DIRECTOR OF TALENT ACQUISITION, DELL TECHNOLOGIES

We're building a sense of community

ERGs are the connective tissue of our culture. They are the vehicle by which our team members connect beyond their daily work. ERGs partner with Dell on key moments they want to showcase, including Asian Pacific American Heritage Month, Black History Month, Earth Day, Hispanic Heritage Month, International Day of Persons with a Disability, International Women's Day, Pride Month and Veterans Day. Last year, Latino Connection brought their members together for a team broadcast, Asians in Action celebrated Lunar New Year with a fully remote event and Pride joined parades as they returned across the globe.

ERGs also serve as a great tool for increasing global cross-cultural understanding and communication skills that provide a critical advantage, benefiting both our team members and our customers. They are essential to how we drive connection and engagement for our people, with 13 ERGs and more than 490 chapters in 82 geographic locations across four regions. We encourage team members to join at least one ERG outside their backgrounds and interests to expand their awareness and provide opportunities to practice allyship. We are excited to share that during FY23, 52.0% of our team participated in an ERG! This exceeded our 2030 goal, and it's the reason we have retired that goal

this year. While we'll continue to encourage team members to join ERGs, these results show that employees value the opportunities ERGs provide to build community and belonging.

52%

In FY23, the percentage of employees who participated in ERGs increased to 52.0%

2022 Workplace Excellence Outie Award Winner

We're excited to announce that Dell has won the Workplace Excellence Outie Award at the annual Out & Equal Workplace Summit. Outie Awards recognize individuals and organizations who are leaders in advancing equality for LGBTQ+ people in workplaces globally. This award was given to Dell in recognition of our policies that advance LGBTQ+ inclusion both within the company and in communities where our team members live and work.

KATHLEEN LUCEY, SENIOR MANAGER, ASSISTIVE TECHNOLOGY COE, DELL TECHNOLOGIES

Assistive Technology

Kathleen Lucey leads the Assistive Technology Center of Excellence, which is a team dedicated to providing assistive technology tools to Dell Technologies employees. The vision of the center was brought to life through a partnership with the True Ability ERG. Kathleen knew there were team members who could benefit from additional technology offerings but were worried about asking for help. That's why she advocated to create an assistive technology catalog with a confidential, self-serve request procedure that is available to any team member. In 2022, Kathleen was the winner of the True Ability Dale Duty Memorial Award for her incredible work in raising awareness of disability inclusion, and she continues to support team members seeking assistive technologies every day.

We're creating an inclusive culture that drives innovation

We believe that innovation thrives when people work in an inclusive culture where they can be their authentic selves and feel that their contributions matter. Diverse thoughts and experiences, combined with an accepting, collaborative workplace, lead to truly meaningful work.

We routinely facilitate open and honest conversations between leadership and our team members to better understand the lived experience of our culture and determine areas for opportunity. Our annual employee engagement survey, Tell Dell, helps hold us accountable, ensuring all team members benefit from an inclusive workplace where they can thrive as their authentic selves.

We're enabling inspiring leaders

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We're supporting our leaders with access to in-depth training, measurement and action plans, and tools to develop more inclusive leadership styles. We're also helping our leaders truly understand what inclusive leadership means at Dell, from awareness of biases and how they can affect culture, to being collaborative and culturally intelligent. We provide learning opportunities, coaching, tools and resources that help them support team members and encourage inclusive conversations.

> *"I always felt like I had allyship from my leaders. They always valued my work, and they gave me space to be myself and opportunities to grow."*
>
> —
>
> **KATRINA HUDSON,** DIRECTOR OF NETWORKING ESCALATION ENGINEERING, DELL TECHNOLOGIES

Our People Philosophy is based on the idea that when we grow as individuals, we grow together. We believe that we can help all our talent achieve their best, balance life and connect with others by creating a culture of inclusivity, enabling all team members to rise to their full potential through representation, inclusion, sponsorship and equity.

Creating a sense of meaningful work

After 12 years at Dell, Katrina Hudson understands the impact leadership can have on a team and a culture. She began her career at Dell as one of three women in customer support, working hard to ensure her work was recognized.

Now, as a leader of her own team, Katrina creates an open space for her team to feel empowered and welcome. She encourages them to embrace their differences and to bring their authentic self to work every day, creating a sense of meaningful work for both her and her team.

By the Numbers

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By the Numbers

Detailed, three-year performance trends on key metrics provide an additional layer of transparency into our work and allow readers to follow our progress. Each year, we report on material indicators from across our business. Some tie directly to the goals set forth in our environmental, social and governance (ESG) plan for 2030, while others provide additional insight into other business indicators relevant to various stakeholders.

We complement this information with our framework reporting per the Global Reporting Initiative (GRI) standards, the standards by the Sustainability Accounting Standards Board (SASB) Standards, and on the World Economic Forum's core Stakeholder Capitalism Metrics. Our GRI Index also provides mapping of GRI disclosures to the Task Force on Climate-related Financial Disclosures' recommendations. In addition, we respond to CDP water security and climate change questionnaires, rounding out our robust global ESG reporting.

METRICS	FY21	FY22	FY23	NOTES
Global Female Representation				
Overall	31.8%	33.9%	34.8%	Percentage of team members in our global workforce who have self–identified as female.
People leader roles	25.8%	28.2%	29.2%	
Technical roles	20.8%	22.8%	24.5%	
Non-technical roles	36.7%	39.0%	39.8%	
U.S. Race/ Ethnicity Representation				
Hispanic or Latino	8.9%	9.4%	9.9%	Percentage of team members in our U.S. workforce who have self–identified as the race/ethnicity shown.
Black or African American	5.3%	6.0%	6.2%	
Asian	14.7%	15.0%	15.4%	
American Indian or Alaska Native	0.5%	0.5%	0.5%	
Native Hawaiian or other Pacific Islander	0.2%	0.2%	0.2%	
Two or more races	1.7%	1.8%	1.9%	
White	67.4%	65.1%	63.5%	
Not specified or did not report	1.3%	2.0%	2.5%	

METRICS	FY21	FY22	FY23	NOTES
U.S. Race/ Ethnicity Representation in Non-Technical Roles				
Hispanic or Latino	9.8%	10.3%	10.7%	Percentage of team members in our U.S. workforce who have self–identified as the race/ethnicity shown.
Black or African American	5.8%	6.5%	6.8%	
Asian	9.1%	9.2%	9.2%	
American Indian or Alaska Native	0.5%	0.5%	0.5%	
Native Hawaiian or other Pacific Islander	0.2%	0.2%	0.2%	
Two or more races	1.8%	1.9%	2.0%	
White	71.4%	69.4%	68.0%	
Not specified or did not report	1.4%	2.0%	2.5%	
U.S. Race/ Ethnicity Representation in Technical Roles				
Hispanic or Latino	7.1%	7.8%	8.3%	Percentage of team members in our U.S. workforce who have self–identified as the race/ethnicity shown.
Black or African American	4.4%	4.9%	5.1%	
Asian	26.0%	26.3%	26.9%	
American Indian or Alaska Native	0.5%	0.5%	0.5%	
Native Hawaiian or other Pacific Islander	0.1%	0.1%	0.1%	
Two or more races	1.4%	1.5%	1.6%	
White	59.2%	56.8%	55.0%	
Not specified or did not report	1.3%	2.1%	2.5%	

METRICS	FY21	FY22	FY23	NOTES
U.S. Race/ Ethnicity Representation in People Leader Roles				
Hispanic or Latino	7.9%	8.5%	8.7%	Percentage of team members in our U.S. workforce who have self–identified as the race/ethnicity shown.
Black or African American	3.5%	3.7%	3.6%	
Asian	12.8%	13.6%	14.3%	
American Indian or Alaska Native	0.6%	0.6%	0.6%	
Native Hawaiian or other Pacific Islander	0.1%	0.1%	0.1%	
Two or more races	1.1%	1.0%	1.1%	
White	72.9%	71.0%	69.3%	
Not specified or did not report	1.1%	1.5%	2.2%	
Global Employee Resource Groups (ERGs)				
Percentage of overall enrollment	44.0%	47.0%	52.0%	Percentage of team members in our global workforce who have enrolled in one or more ERGs.

Appendix

Goals Methodology

Our 2030 ESG plan lays out ambitious goals for the decade[4] and beyond. We believe how we track our progress is critical, and have invested significantly to identify key performance indicators and measurement approaches. Here we describe the methodologies that support each of our goals.

Cultivating Inclusion

By 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women
Metric: Percentage of global workforce who identify as women
Methodology: Applies to our global workforce. The scope includes the percentage of individuals who self-identified as women.

Metric: Percentage of people leaders in global workforce who identify as women
Methodology: Applies to our global workforce. The scope includes the percentage of individuals who self-identified as women who are people leaders.

By 2030, 25% of our U.S. workforce and 15% of our U.S. people leaders will be those who identify as Black/African American or Hispanic/Latino
Metric: Percentage of U.S. workforce who identify as Black/African American or Hispanic/Latino
Methodology: Applies to our U.S. workforce. The scope includes the percentage of individuals who self-identified as Black/African American or Hispanic/Latino.

Metric: Percentage of people leaders in the U.S. workforce who identify as Black/African American or Hispanic/Latino
Methodology: Applies to our U.S. workforce. The scope includes the percentage of individuals who self-identified as Black/African American or Hispanic/Latino who are people leaders.

Refined and retired ESG goals

Cultivating Inclusion

ACTIVE GOALS	GOAL REFINEMENT
Inclusive workforce	
By 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women	There has been no change to this goal.
By 2030, 25% of our U.S. workforce and 15% of our U.S. people leaders will be those who identify as Black/African American or Hispanic/Latino	There has been no change to this goal.

RETIRED GOALS	GOAL RETIREMENT
By 2030, 50% of our team members will participate in Employee Resource Groups to drive social impact	We achieved this goal early and have retired it. Our progress is included in the By The Numbers section of this report.
Each year through 2030, 90% of our team members will rate their job as meaningful.	Feedback from our team members is critical and we retired these goals as we have evolved the questions and process we use to collect feedback on these areas via our annual, internal opinion survey for our full- and part-time team members.
Each year through 2030, 75% of our team members will believe their leader is inspiring.	
By 2030, 95% of our team members will participate in annual foundational learning on inclusive principles and practices	We achieved this goal early and have retired it.

Endnotes

1   The metrics and information presented throughout our ESG reports and plans address outcomes we are working to achieve for Dell Technologies ("Dell," "we" or "our"). Data for RSA, Secureworks, Boomi, Virtustream and Dell Financial Services is included where relevant. Data for RSA is included only until the date of the divestiture, Sept. 1, 2020. Data for Boomi is included only until the date of the divestiture, Oct. 1, 2021. Data for VMware is excluded for all periods presented within this report. Dell completed its spin-off of VMware on Nov. 1, 2021.

2   Measured from inception of program in FY20.

3   For FY23, the "not specified" race/ethnicity group now includes those team members that have left their race/ethnicity self-identification blank, in addition to those who chose the "not specified" option. In previous years, team members that left the selection blank were not included in the "not specified" group or reported as a separate group but included in the total headcount for race/ethnicity. Percentages are based on underlying data and may not visually foot due to rounding.

4   The end date of our 2030 plan is 01/31/2031.

With this report and others, we continue our long-standing commitment to accountability for delivering on our ESG strategy and initiatives.

We must innovate and evolve to meet the challenges before us, but it is not our journey alone. We welcome ideas and partnerships, and hope you will join us to drive inclusion for everyone.

Visit **Dell.com/inclusion** for more information.