

FY25 Impact By The Numbers



Each year, we report on key indicators from across our business and provide a three-year snapshot to provide additional transparency on our progress.

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All references to a year throughout the report refer to Dell fiscal years, unless calendar year (CY) is specified. Our fiscal year is the 52- or 53-week period that ends on the Friday nearest to January 31. The fiscal year for this FY25 Impact By the Numbers ended Friday, January 31, 2025.

Please note: due to rounding, the sum of individual components may not exactly match the reported total. This is a common occurrence in data presentation and does not indicate an error in the figures.

By the Numbers

Performance metric	Unit of measure	FY23	FY24	FY25	Notes
Greenhouse gas emissions					
Scope 1 greenhouse gas (GHG) emissions	MT CO ₂ e	45,800	38,800	36,700 ¹	All facilities globally, including leased spaces, plus company-owned and leased transportation.
Scope 2 GHG emissions, market-based		153,300	133,600	118,700 ¹	
Scope 2 GHG emissions, location-based		330,600	331,300	326,600 ¹	
Scope 3 GHG emissions		35,100,200	28,557,100	32,586,900 ²	We continue to prioritize direct emissions impacts first, such as product efficiency in our designs across the full scope of our products, including networking, storage, servers, client notebooks and desktops including gaming and high-performance products, docking stations and displays.
Energy used in Dell Technologies operations					Energy figures in this section are for all facilities globally, including leased spaces, plus company-owned and leased transportation.
Total energy consumed	million kWh	1,038	996	992 ¹	
Renewable electricity consumed		522	542	565	
Water used in Dell Technologies operations					Water figures in this section are for all facilities globally, including leased spaces.
Water withdrawals (total volume)	thousand m³	1,650	1,692	1,658 ¹	
Sustainable materials					
Total sustainable materials used in products	kg	39,170,318	43,092,675	52,029,921	17.4% of our products were made from recycled, renewable or reduced carbon emissions material, an increase of 3.3% from FY24.
Responsible electronics disposition					
Percentage of product collected	%	27.3%	30.1%	33.7% ¹	The scope of this metric includes products received by all channels, rather than products received by Dell-owned channels, within the reporting period. We measure the metric by overall weight as a percentage of total weight of units shipped (in metric tons).
Percentage of collected product recycled	%	N/A	N/A	89.0%	The remaining 11% has been reused/resold.

Performance metric	Unit of measure	FY23	FY24	FY25	Notes
Waste from manufacturing operations					Data is for Dell Technologies-owned facilities that assemble products.
Total waste generated	MT	N/A	N/A	9,405 ¹	
Hazardous waste generated		N/A	N/A	93	
Nonhazardous waste generated		16,971	9,860	9,312	Nonhazardous waste generated is primarily recycled or reused, and is also recovered, incinerated, composted or landfilled.
Supply chain					
Initial audits	Audits	251	275	270	We audit high-risk factories on a two-year cycle. Selected other facilities, including new supplier factories, are also audited.
Closure audits		170	157	171	We work with suppliers to address audit findings and arrange closure audits to confirm findings are remediated.
Priority audit findings closed or downgraded	Audit findings	92.0%	96.0%	94.1%	The most severe findings are prioritized for resolution. Performance is tracked continuously and measured cumulatively. ³
Major findings closed or downgraded		70.0%	67.0%	73.7%	We collaborate with suppliers to remediate priority and major findings. Performance is tracked continuously and measured cumulatively. ⁴
Workers who do not exceed 60 working hours per week	% Workers	88.4%	88.2%	88.9%	
Total number of social and environmental responsibility (SER) training hours completed by Dell's suppliers	Training hours	120,648	107,922	79,662	

¹ We commissioned an external third party to perform limited assurance procedures with respect to these metrics. [View full details and data methodology in our third party assurance report.](#)

² In the context of the Group's non-financial report, Scope 3 greenhouse gas (GHG) emissions have been calculated considering the GHG Protocol and are disclosed for informational purposes only.

³ Cumulative represents the calculated closure rates for priority findings as of January 31, 2025.

⁴ Cumulative represents the calculated closure rates for findings as of January 31, 2025.

^{*} 'N/A' represents 'Not available' metrics

Additional remarks

Company overview

Dell Technologies is a leader in the global technology industry focused on providing broad and innovative technology solutions for the data and artificial intelligence (“AI”) era. These solutions range from client devices and peripherals to infrastructure solutions across servers, networking, and storage to meet the evolving needs of our customers and drive better business outcomes. With our extensive portfolio and our commitment to innovation, we offer secure, integrated solutions that extend from the edge to the core to the cloud, and we are at the forefront of AI, software-defined, and cloud native infrastructure solutions. Our differentiated and holistic information technology (“IT”) solutions enable us to provide value and capture growth as customer spending priorities evolve.

Sustainability and corporate impact activities

At Dell Technologies, we are committed to driving human progress by putting our technology and expertise to work where we believe it can do the most good for both people and the planet. We recognize that all of our stakeholders — shareholders, customers, suppliers, employees, and communities — are essential to our business.

Environmental

We embed circularity principles throughout our value chain. By integrating sustainable practices with suppliers, customers, and stakeholders, we advance a circular economy that improves resource efficiency and environmental benefits, reinforcing our leadership in sustainability.

We are committed to understanding the impact our business has on the environment. We are taking action to mitigate climate change, and we offer innovative products and solutions to customers to help them reduce their emissions, reach their reduction targets and operate more efficiently. We are actively addressing climate change by managing greenhouse gas emissions across our operations, supply chain, and product lifecycle.

Human capital management

We are a team with unique perspectives united in our purpose, strategy, and culture. Our goal is to ensure that all employees feel valued, engaged, and inspired to do their best work. We believe the success of our commitment is demonstrated through our consistent market recognition as a best-in-class employer.

As of January 31, 2025, we had approximately 108,000 employees. Throughout Fiscal 2025, we remained committed to disciplined cost management in coordination with our ongoing business modernization initiatives and continued to take certain measures to reduce costs, including limitation of external hiring, employee reorganizations, and other actions to align our investments with our announced strategic and customer priorities. These actions resulted in a reduction in our overall headcount. Despite these difficult decisions, we continue focused efforts to empower our employees and attract, develop, and retain talent.

We have designed market competitive compensation, bonus, and long-term incentive programs to inspire employees to do their best work for our customers and the growth of our business. These programs enable us to attract and retain critical talent and skill sets. Through our comprehensive rewards programs, we are committed to equal pay.

We provide centralized programs to support employees’ career growth and development. We offer formal training options, individualized development programs, tools for 360-degree feedback, mentoring, networking, stretch assignments, and growth opportunities.

We offer a competitive and comprehensive benefits package and strive to provide the best choice and value at the best cost. Through our benefits package, we support our employees’ overall health and well-being through a comprehensive approach which provides programs and resources focused on mental, physical, emotional and financial well-being, while reinforcing work-life balance.

We believe employee feedback is an important part of our culture and a key strategy to foster connection and engagement. We promote employee connection and

engagement through a variety of initiatives, including, among others, our broader team member listening strategy and our employee resource groups, which are open to all team members.

At Dell Technologies, we believe wide-ranging perspectives are powerful. Our inclusive workforce focus area highlights how our human capital resources are vital to serving our customer base, our societal impact, and long-term business success.

Supply Chain Resources

We manage our responsible business practices in one of the world’s largest supply chains, which involves hundreds of thousands of people around the world. We seek to drive responsible manufacturing through robust assurance practices, including human rights due diligence and environmental stewardship. We recognize that looking after the well-being of people in our supply chain is important and have various objectives for our work in this area, including:

- Providing healthy work environments;
- Delivering future-ready skills development for employees in our supply chain; and
- Continuing our engagement with the people who make our products.

We support workers in the value chain with training on key topics, including forced labor and health and safety, and we continue to work with suppliers to deliver training directly to employees via their mobile phones.

Dell Technologies works to ensure that we and our suppliers manufacture our products responsibly, in part

through our social and environmental responsibility assurance program. Through risk assessments and audits conducted under this program, we seek to monitor factories’ adherence to the Responsible Business Alliance (“RBA”) Code of Conduct. Audits are conducted by third-party auditors that have been trained and certified by the RBA. The audits cover topics across five areas: labor, including risks of forced labor and weekly working hours; employee health and safety; environment; ethics; and management systems. Through our audit program, we aim to identify and solve concerns in our supply chain, and seek continual improvements to address issues and enable suppliers to build their own in-house capabilities. We supplement our audits with targeted assessments of suppliers when we identify opportunities to drive further improvements.

Human Rights

At Dell Technologies, upholding and advancing respect for the fundamental human rights of all people is core to our business strategy, purpose, and commitment to drive human progress and create a positive and lasting societal impact. Our policies and practices are grounded in expectations set out in the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines on Responsible Business Conduct. We endeavor to ensure that we are not complicit in human rights violations, and we seek to hold our suppliers and other business partners to this same standard.

Our [Human Rights Policy](#) is one of a number of Dell policies focused on working conditions and human rights, and is intended to reflect the company’s global commitment to respect the rights of all our stakeholders — including all Dell team members, our suppliers, contractors and subcontractors at any tier, partners and resellers,

customers and end-users, and other people impacted by our value chain. The areas of focus in our policy include, but are not limited to, health and safety, worker protections, forced labor and human trafficking, child labor, environmental responsibility, and bribery and corruption.

Risk factors

Failure to successfully implement our cost efficiency plans may negatively affect our future results.

We continue to make significant changes to modernize the way we work and make decisions, improve business outcomes and the customer experience, and reduce costs by leveraging new technology and optimizing business processes. We are pursuing disciplined cost management in coordination with our ongoing business modernization initiatives and will continue to take certain measures to reduce costs, including limitation of external hiring, employee reorganizations, and other actions to align our investments with our strategic priorities and customer needs. As a result of these actions, we may experience a loss of continuity, loss of accumulated knowledge, diminished employee productivity, disruptions to our operations, and operational inefficiencies during transitional periods. These actions could also negatively impact employee retention. We may experience delays or unanticipated costs in implementing our cost efficiency plans, which could prevent the timely or full achievement of expected cost efficiencies and adversely affect our competitive position and results of operations.

Global climate change, and legal, regulatory, or market measures related to climate change, may negatively affect our business, operations, and financial results.

We are subject to risks associated with the long-term effects of climate change on the global economy and on the IT industry in particular. The physical risks associated with climate change include the adverse effects of carbon dioxide and other greenhouse gases on global temperatures, weather patterns, and the frequency and severity of natural disasters. Extreme weather and natural disasters within or outside the United States could make it more difficult and costly for us to manufacture and deliver our products to our customers, obtain production materials from our suppliers, or perform other critical corporate functions.

Concern over climate change could also result in transition risks such as shifting customer preferences or regulatory changes. Changing customer preferences may result in increased demands regarding our solutions, products, and services, including the use of packaging materials and other components in our products and their environmental impact on sustainability. These demands may cause us to incur additional costs or make other changes to other operations to respond to such demands, which could adversely affect our financial results.

Concern over climate change could result in new legal requirements for us to reduce greenhouse gas emissions and other environmental impacts of our operations, improve our energy efficiency, or undertake sustainability measures that exceed those we currently pursue. Any such regulatory requirements could cause disruptions in the manufacture of our products and result in increased procurement, production, and distribution costs.

Compliance requirements of anti-corruption laws, economic sanctions and other trade laws, human rights laws and other laws regulating our international operations may expose us to potential liability, increase our operating costs and otherwise harm our business.

We and our subsidiaries are subject to various anti-corruption laws that prohibit improper payments or offers of payments to foreign governments and their officials for the purpose of obtaining or retaining business, and are also subject to export controls, country and product specific tariffs, customs, economic sanctions laws, and embargoes imposed by the U.S. government. Violations of the U.S. Foreign Corrupt Practices Act or other anti-corruption laws or export control, customs, trade, or economic sanctions laws may result in severe criminal or civil sanctions and penalties, and we and our subsidiaries may be subject to other liabilities that could have a material adverse effect on our business, results of operations, and financial condition.

We are subject to various human rights laws, including provisions of the EU Forced Labor Regulations, US Uniform Forced Labor Protection Act, and the Dodd-Frank Wall Street Reform and Consumer Protection Act intended to improve transparency and accountability concerning the supply of minerals originating from the conflict zones of the Democratic Republic of the Congo or adjoining countries. We incur costs to comply with the disclosure requirements of this law and other costs relating to the sourcing and availability of minerals used in our products. Further, we may face reputational harm if our customers or other stakeholders conclude that we are unable to sufficiently verify the origins of the minerals used in our products.

Third party assurance

Please view full detailed and data methodology in our [third party assurance report](#).

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