

# FY22 World Economic Forum's Stakeholder Capitalism Metrics

Dell, alongside 25 other companies, was one of the initial signatories of the recent initiative by the World Economic Forum (WEF) to align and focus corporate environmental, social and governance disclosures. As part of this commitment, we are publishing this index in which we map our disclosures to the WEF's ESG reporting framework metrics that we consider material to our operations.

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.

## Principles of Governance

Theme	Core Metrics and Disclosures	Response and/or Reference	Related Standards
<b>Governing Purpose</b>	<p><b>Setting purpose</b></p> <p>The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	<p><a href="#">About Us &gt;</a></p>	GRI 102-26
<b>Quality of Governing</b>	<p><b>Governance body composition</b></p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.</p>	<p><a href="#">Board of Directors &gt;</a></p> <p><a href="#">Pages 14-22, FY22 Proxy Statement &gt;</a></p> <p><a href="#">Committee Composition &gt;</a></p>	GRI 102-22, GRI 405-1a
<b>Stakeholder Engagement</b>	<p><b>Material issues impacting stakeholders</b></p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	<p>We've identified the following as Dell Technologies' material issues (in alphabetical order):</p> <ul style="list-style-type: none"> <li>• Business Ethics</li> <li>• Community Investment</li> <li>• Corporate Governance</li> <li>• Data Privacy &amp; Security</li> <li>• Diversity, Equity &amp; Inclusion</li> <li>• Economic Performance Innovation</li> <li>• Energy &amp; Climate</li> <li>• Human Rights</li> <li>• Labor Engagement &amp; Development</li> <li>• Occupational Health &amp; Safety</li> <li>• Product Quality &amp; Safety</li> <li>• Product Stewardship</li> <li>• Regulatory Compliance</li> <li>• Substances of Concern</li> <li>• Supply Chain Resilience</li> <li>• Sustainable Consumption</li> <li>• Water &amp; Effluents</li> </ul> <p>For more information about our approach to materiality and stakeholder engagement, see page 11 of our <a href="#">FY21 Progress Made Real Report &gt;</a></p>	GRI 102-21, GRI 102-43, GRI 102-47
<b>Ethical Behavior</b>	<p><b>Anti-corruption</b></p> <p>1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region.</p> <p>2. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and 2 b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.</p> <p>3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.</p>	<p>1. 100% of our employees have received training on anti-corruption. Dell has a robust Anti-Corruption program which includes regular and impactful training and awareness, a thorough and comprehensive investigation process, digital controls and use of predictive digital analytics (including with respect to third parties).</p> <p>2. a and b. Aside from those we are obligated to report by law, reporting these numbers would violate attorney/client privilege and would amount to a voluntary self-disclosure, a decision currently reserved for Dell's General Counsel. In addition, this has the possibility of disadvantaging those companies that do thorough investigations and predictive analytics, and therefore know more.</p> <p>3. Refer to page 8 of our <a href="#">Code of Conduct &gt;</a></p>	GRI 205-2, GRI 205-3
<b>Ethical Behavior</b>	<p><b>Protected ethics advice and reporting mechanisms</b></p> <p>A description of internal and external mechanisms for:</p> <ol style="list-style-type: none"> <li>1. Seeking advice about ethical and lawful behavior and organizational integrity; and</li> <li>2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity.</li> </ol>	<p>Internal and External Mechanisms:</p> <p>The Ethics Helpline is a service where employees, partners, stakeholders and customers can ask questions either via phone call or online web form in multiple languages. It is confidential, operated by NAVEX and is available around the world 24x7.</p> <p>The Ethics@Dell.com mailbox is also available to employees, partners, stakeholders and customers to ask questions. This mailbox is actively managed by the Dell Global Ethics and Compliance team.</p> <p>Additional Internal Mechanism: Employees are also encouraged to reach out to their manager and/or HR when seeking advice about ethical and lawful behavior.</p> <p>Refer also to pages 6, and 54-58 of our Code of Conduct</p>	GRI 102-17
<b>Risk and Opportunity Oversight</b>	<p><b>Integrating risk and opportunity into business process</b></p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	<p><a href="#">Pages 17-30, FY21 Form 10-K &gt;</a></p> <p><a href="#">Section C2, CDP Climate Change Questionnaire &gt;</a></p> <p>Our 2021 response will be available in late 2021. Until then, our 2020 response is available.</p>	EPIC, GRI 102-15, World Economic Forum Integrated Corporate Governance, IR 4D

## Planet

Theme	Core Metrics and Disclosures	Response and/or Reference	Related Standards
<b>Climate Change</b>	<p><b>Greenhouse gas (GHG) emissions</b></p> <p>For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (CO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<p><a href="#">Pages 21-22 and 76, FY21 Progress Made Real Report &gt;</a></p>	GRI 305-1-3, TCFD, GHG Protocol
<b>Freshwater Availability</b>	<p><b>TCFD implementation</b></p> <p>Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.</p>	<p>We have adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in our climate change-related reporting, for details on our ESG governance see pages 13-14 of our <a href="#">Progress Made Real Report &gt;</a></p> <p>Last year, we carried out a scenario analysis in alignment with the guidance TCFD's guidance that is detailed in section C3.1b of our <a href="#">CDP Climate Change Questionnaire &gt;</a></p> <p>Additionally, our GRI Index provides mapping of GRI disclosures to TCFD's recommendations.</p>	Recommendations of the TCFD; CDSB R01, R02, R03, R04 and R06; SASB 110; Science Based Targets initiative
<b>Freshwater Availability</b>	<p><b>Water consumption and withdrawal in water-stressed areas</b></p> <p>Report for operations where material: megalitres of water withdrawn, and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	<p>See Section W1.2d in our <a href="#">CDP Water Security Questionnaire &gt;</a></p> <p>Our 2021 response will be available in late 2021. Until then, our 2020 response is available.</p>	SASB CG-HP-140a.1, WRI Aqueduct water risk atlas tool

## People

Theme	Core Metrics and Disclosures	Response and/or Reference	Related Standards
<b>Dignity and Equality</b>	<p><b>Diversity and Inclusion (%)</b></p> <p>Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).</p>	<p>See pages 29-30 in our <a href="#">FY21 Diversity and Inclusion Report &gt;</a></p>	GRI 405-1b
<b>Dignity and Equality</b>	<p><b>Pay equality (%)</b></p> <p>Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.</p>	<p>Dell treats this data as confidential company information.</p>	Adapted from GRI 405-2
<b>Dignity and Equality</b>	<p><b>Wage level (%)</b></p> <p>Ratios of standard entry level wage by gender compared to local minimum wage.</p> <p>Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.</p>	<p>Dell treats this data as confidential company information.</p>	GRI 202-1, Adapted from Dodd-Frank Act, US SEC Regulations
<b>Dignity and Equality</b>	<p><b>Risk for incidents of child, forced or compulsory labour</b></p> <p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to:</p> <ol style="list-style-type: none"> <li>a) type of operation (such as manufacturing plant) and type of supplier; and</li> <li>b) countries or geographic areas with operations and suppliers considered at risk.</li> </ol>	<p><a href="#">Pages 5-10 and 36, 2020 Supply Chain Sustainability Progress Report &gt;</a></p>	GRI 408-1 (b), GRI 409
<b>Health and Wellbeing</b>	<p><b>Health and safety (%)</b></p> <p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.</p> <p>An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	<p><b>Employees</b></p> <p>Number of fatalities: 0</p> <p>Rate of fatalities: 0</p> <p>Number of high-consequence work-related injuries: 0</p> <p>Rate of high-consequence work-related injuries: 0</p> <p>Rate of recordable work-related injuries: 0.03</p> <p>Main types of work-related injury: Most work-related injuries are strains and sprains associated with material handling, and contusions, fractures and dislocations from slips, trips and falls.</p> <p>Rates calculated based on 200,000 hours worked.</p>	GRI:2019 403-9a&b, GRI:2019 403-6a
<b>Skills for the Future</b>	<p><b>Training provided (#, \$)</b></p> <p>Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).</p> <p>Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).</p>	<p>Dell considers this information proprietary and therefore does not publicly disclose it.</p>	GRI 404-1, SASB HC 101-15

## Prosperity

Theme	Core Metrics and Disclosures	Response and/or Reference	Related Standards
<b>Employment and Wealth Generation</b>	<p><b>Absolute number and rate of employment</b></p> <p>1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.</p> <p>2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.</p>	<p>Dell considers this information proprietary and therefore does not publicly disclose it.</p>	Adapted, to include other indicators of diversity, from GRI 401-1a&b
<b>Employment and Wealth Generation</b>	<p><b>Economic contribution</b></p> <p>1. Direct economic value generated and distributed (EVG&amp;D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by:</p> <ul style="list-style-type: none"> <li>• Revenues</li> <li>• Operating costs</li> <li>• Employee wages and benefits</li> <li>• Payments to providers of capital</li> <li>• Payments to government</li> <li>• Community investment</li> </ul> <p>2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.</p>	<p>1. <a href="#">Page 50, FY22 Form 10-K &gt;</a></p> <p>2. <a href="#">Pages 50, 130-134, FY22 Form 10-K &gt;</a></p>	GRI 201-1, GRI 201-4
<b>Employment and Wealth Generation</b>	<p><b>Financial investment contribution</b></p> <p>1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.</p> <p>2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.</p>	<p>1. <a href="#">Pages 67 and 84, FY21 Form 10-K &gt;</a></p> <p>2. As part our overall capital allocation strategy, we intend to drive growth while maintaining our investment grade rating and focusing on returning capital to our shareholders through both share repurchase programs and dividend payments. Refer to page 64 of our <a href="#">FY22 Form 10-K &gt;</a></p>	As referenced in IAS 7 and US GAAP ASC 230
<b>Innovation for Better Products and Services</b>	<p><b>Total R&amp;D expenses (\$)</b></p> <p>Total costs related to research and development.</p>	<p><a href="#">Page 8, FY22 Form 10-K &gt;</a></p>	US GAAP ASC 730
<b>Community and Social Vitality</b>	<p><b>Total tax paid</b></p> <p>The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.</p>	<p><a href="#">Page 56, FY22 Form 10-K &gt;</a></p>	Adapted from GRI 201-1

