Our Social Impact Goals for 2030 and Beyond

Advancing Sustainability

Moonshot Goal
By 2030, for every product a customer buys, we will reuse or recycle an equivalent product. 100% of our packaging will be made from recycled or renewable material. More than half of our product content will be made from recycled or renewable material.

Other Goals
- We will reach net zero greenhouse gas emissions across Scopes 1, 2 and 3 by 2050
- We will reduce Scopes 1 and 2 greenhouse gas emissions by 50% by 2030
- We will source 75% of electricity from renewable sources across all Dell Technologies facilities by 2030 — and 100% by 2040
- We will reduce the energy intensity of our entire product portfolio by 80% (FY12–FY21)
- We will partner with our direct material suppliers to meet a science-based greenhouse gas emissions reduction target of 60% per unit revenue by 2030
- We will drive sustainability improvements in our global workplaces through 2030
- Each year through 2030, we will show continued commitments to provide healthy work environments where people can thrive
- Each year through 2030, we will deliver future-ready skills development for workers in our supply chain
- Each year through 2030, we will continue engagement with the people who make our products

For more information visit: DellTechnologies.com/ProgressMadeReal

Cultivating Inclusion

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

Other Goals
- 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 and Hispanic/Latino minorities
- Each year through 2030, 90% of our employees will rate their job as meaningful
- By 2030, 50% of our employees will participate in Employee Resource Groups to drive social impact
- Each year through 2030, 75% of our employees will believe their leader is inspiring
- By 2030, 90% of our employees will participate in annual foundational learning on key topics such as unconscious bias, harassment, microaggression and privilege
- Each year through 2030, 50% of the people empowered by our social and education initiatives will be those who identify as girls, women or underrepresented groups
- Each year through 2030, 75% of our employees will participate in giving or volunteerism in their communities

Transforming Lives

Moonshot Goal
With our technology and scale, we will advance health, education and economic opportunity initiatives to deliver enduring results for 1 billion people by 2030.

Other Goals
- Each year through 2030, 50% of the people empowered by our social and education initiatives will be those who identify as girls, women or underrepresented groups
- By 2030, we will use our expertise and technology to help 1,000 nonprofit partners digitally transform to better serve their communities
- Each year through 2030, 75% of our employees will participate in giving or volunteerism in their communities

Upholding Ethics & Privacy

Moonshot Goal
By 2030, we will fully automate our data control processes, making it easier for our customers to control their personal data.

Other Goals
- Each year through 2030, 100% of our employees will demonstrate their commitment to our values
- By 2030, 100% of the partners we do business with will demonstrate their commitment to our values