GRI Standards Content Index

The Global Reporting Initiative (GRI) Sustainability Reporting Standards identify the most relevant issues for inclusion in sustainability reports. The Standards enhance the comparability and quality of information on economic, environmental and social impacts (positive and negative) organizations have. They also create a common language to communicate that information to various stakeholders.

Dell has long been a supporter of this approach and is proud to support the GRI's mission through our membership.

All reported GRI topics and disclosures below refer to GRI Standards 2016, with the exception of the following:

-GRI 403: Occupational Health and Safety 2018
-GRI 303: Water and Effluents 2018
-GRI 306: Waste 2020

The year label next to each GRI Standard in this index (e.g., GRI 102: General Disclosures 2016) refers to the version of the respective Standard, not to the reporting period.

The metrics and information presented throughout this document are for Dell Technologies ("Dell," "we" or "our"), excluding VMware. Data for RSA, Secureworks, Boomi, Virtustream and Dell Financial Services is included where relevant as of the date of this report, unless otherwise noted. Data for RSA is included only until the date of the divestiture, Sept. 1, 2020.

GRI 102: General Disclosures 2016

Organizational Profile		Information Links	Page(s)	Omissions
102-1	Name of the organization.	Name of the Organization 2021 10-K	1	
102-2	Activities, brands, products, and services.	Activities, Brands, Products, and Services 2021 10-K	5-7	
102-3	Location of the organization's headquarters.	One Dell Way, Round Rock, Texas 78682 2021 10-K	1	
102-4	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the topics covered in the report.	Location of Operations 2021 10-K Dell Locations	9	

102-5	Nature of ownership and legal form.	Dell is a privately controlled public reporting company. 2021 10-K Stock Information 2018 Form 8-K Governance Documents	 5 2-11
102-6	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	2021 10-K Our Brands	5-10
102-7	Scale of reporting organization:	Scale of the Organization 2021 10-K FY21 Proxy	 12, 74-75 63
102-8	Information on employees and other workers.	Information on Employees and Other Workers 2021 10-K 2021 D&I Report FY21 Progress Made Real Report	 12
102-9	Description of the organization's supply chain.	Sustainable Supply Chain Our Suppliers Conflict Minerals Report Dell Supplier List	
102-10	Significant changes during the reporting period to the organization’s size, structure, ownership, or its supply chain.	2021 10-K	81
102-11	Whether and how the organization applies the Precautionary Principle or approach.	Dell Policies & Positions Dell Global Environmental Policy Dell's Chemical Use Policy Dell's Guidance for Management of	 1-6

		Manufacturing Process Chem... Dell Producer Responsibility Policy Dell Electronics Disposition Policy Advancing Sustainability Sustainable Products and Services Circularity at Work Conflict Minerals Report Dell Global Climate Principles (2021)		
102-12	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	External Initiatives		
102-13	Memberships of industry or other associations, and national or international advocacy organizations.	Memberships and Associations Cultivating Inclusion - Our Partnerships		
Strategy		**Information Links**	**Page(s)**	**Omissions**
102-14	Statement from the most senior decision-maker at Dell Technologies about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	FY21 Progress Made Real Report	4	
102-15	Description of key impacts, risks, and opportunities at Dell Technologies.	Key Impacts, Risks, and Opportunities CDP Dell 2021 10K	 17-30	
Ethics and Integrity		**Information Links**	**Page(s)**	**Omissions**
102-16	A description of the organization’s values, principles, standards, and norms of behavior.	Values, Principles, Standards, And Norms Of Behavior How We Win: Dell Technologies Code of Conduct		

		Corporate Governance Principles	1
		Dell Supplier Principles	
		Dell Technologies Code of Conduct for Partners	
		Dell Technologies Code of Conduct for Marketing Agencies	

Governance		Information Links	Page(s)	Omissions
102-18	Governance structure of the organization, including committees of the highest governance body and committees responsible for the decision-making on economic, environmental, and social topics.	Governance Structure Board of Directors Committee Composition Governance Documents FY21 Progress Made Real Report	13	
102-22	Composition of the highest governance body and its committees.	Board of Directors Committee Composition FY21 Proxy	14-22	
102-23	Whether the chair of the highest governance body is also an executive officer in the organization.	Chair of the Highest Governance Body Leadership Team		
102-26	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	Code of Conduct Corporate Governance Principles	59 1	

Stakeholder Engagement		Information Links	Page(s)	Omissions
102-40	List of stakeholder groups engaged by the organization.	Memberships and Associations Cultivating Inclusion - Our Partnerships Materiality Customer Engagement		

		Programs		
102-41	Percentage of total employees covered by collective bargaining agreements	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.
102-42	Basis for identification and selection of stakeholders with whom to engage.	Materiality		
102-43	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Materiality		
102-44	Key topics and concerns that have been raised through stakeholder engagement.	FY21 Progress Made Real Report	11	
Reporting Practice		**Information Links**	**Page(s)**	**Omissions**
102-45	Entities included in the consolidated financial statements.	2021 10-K		
102-46	Details on report content and topic boundaries.	Materiality FY21 Progress Made Real Report	3	
102-47	A list of the material topics identified in the process for defining report content.	Materiality		
102-48	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Restatements of Information FY21 Progress Made Real Report	27, 74	
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	Changes in Reporting		
102-50	Reporting period for information provided.	Reporting Period		
102-	Date of most recent previous report.	FY20 (February 2, 2019 – January 31,		

51		2020).
102-52	Reporting cycle (such as annual, biennial).	Annual
102-53	Contact point for questions regarding the report or its contents.	Contact Point for Questions Regarding the Report
102-54	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.	Claims of Reporting in Accordance with the GRI Standards
102-55	The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.	GRI Content Index
102-56	A description of the organization's policy and current practice with regard to seeking external assurance for the report.	External Assurance ERM Assurance of GHG, Energy, and Water Data (FY21)

Series 200: Economic 2016

GRI 201: Economic Performance 2016		Information Links	Page(s)	Omissions
201-1	Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations	2021 10-K	48	
201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.	Financial Implications And Other Risks And Opportunities Due To Climate Change 2021 10-K Climate Change CDP	 17-25	
201-4	Total monetary value of financial assistance received by the organization from any government during the reporting period.	Dell 2021 10K	129-133	

GRI 202: Market Presence 2016		Information Links	Page(s)	Omissions
202-1	Ratio of standard entry level wage by gender compared to local minimum wage.	No Information Available		Confidentiality constraints. Dell treats this data as confidential

				company information.

GRI 203: Indirect Economic Impacts 2016		Information Links	Page(s)	Omissions
203-1	Extent of development of significant infrastructure investments and services supported.	Infrastructure Investments And Services Supported Transforming Lives with Technology		
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	Significant Indirect Economic Impacts Transforming Lives with Technology		

GRI 205: Anti-Corruption 2016		Information Links	Page(s)	Omissions
205-2	Communication and training about anti-corruption policies and procedures.	Communication and Training about Anti-Corruption Policies and Procedures		
		Code of Conduct	39	
		Dell Technologies Code of Conduct for Partners	8	
		FY21 Progress Made Real Report	35	
205-3	Confirmed incidents of corruption and actions taken	Confirmed Incidents of Corruption and Actions Taken		Legal prohibitions. Dell treats this data as confidential company information.

GRI 206: Anti-Competitive Behavior 2016		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Anti-competitive Behavior as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Anti-competitive Behavior		
206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices		
		Code of Conduct	14	

Series 300: Environmental 2016

GRI 301: Materials 2016		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Materials as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Materials		
		Design for Environment - white paper		
		Product Carbon Footprints		
		Position Statement on REACH	1-2	
		The Business Case for a Sustainable Supply Chain		
		Dell Waste and Electrical and Electronic Equipment Disassemb...	1	
		How to Recycle		
		Sustainable Products and Services		
		Circularity at Work		
		Eco Labels		
		Dell's Chemical Use Policy		
		Dell Global Environmental Policy	1	
		Dell Producer Responsibility Policy (2018)		
		Dell Electronic Disposition Policy (2019)		
		Dell Electronics Disposition Partner Performance Standard (2...		
		ISO 14001 Certificate, Environmental Management System		

		Dell Global Climate Principles (2021) FY21 Progress Made Real Report		
301-1	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period.	Materials Used By Weight Or Volume Materials Use Bio-based Resources		Unavailable. PRODUCT MATERIALS: Dell tracks the usage of specific material types (i.e., recycled plastics), but does not currently have the processes in place to track total material usage in our products. There are 30+ different material types and grades used in Dell product components, and the data insights needed to appropriately track total material usage is very complex. We are working to collect this level of data in the future to support reporting of our 2030 Product Materials moonshot goal.
301-2	Percentage of recycled input materials used to manufacture the organization's primary products and services.	Recycled Input Materials Used Recycled Materials		
GRI 302: Energy 2016		**Information Links**	**Page(s)**	**Omissions**
103-1, 103-2, 103-3	Explanation of Energy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Energy Management System ISO 50001 - Dell (EMC) (Cork, Irela... Energy Management	1 1	

		System ISO 50001 - Dell Poland Manufacturi... ISO 14001 Certificate, Environmental Management System Sustainable Supply Chain, Environment Sustainable Operations Science-based Emission Reduction targets Climate Change Sustainable Products and Services Dell Global Environmental Policy Dell Global Climate Principles (2021)	1-4 1	
302-1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Energy Consumption Within the Organization Dell's CDP responses		
302-2	Energy consumption outside of the organization, in joules or multiples.	No Information Available		Unavailable. Dell does not track this indicator. A number of separate methodologies enable us to calculate the most material Scope 3 categories for our greenhouse gas inventory. Unfortunately, these same sources do not provide sufficient information for us to calculate our related energy footprint; nor is there

			sufficient available data to enable us to calculate the fraction of our upstream and downstream energy footprint that is drawn from renewable sources.
302-3	Energy intensity ratio for the organization.	Energy Intensity	Not Applicable. Meaningful energy intensity figures for Dell's operations are not available.
302-4	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Reduction of Energy Consumption CDP FY21 Progress Made Real Report 78	
302-5	Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	Reductions in Energy Requirements of Products and Services Sustainable Products and Services - Energy Efficiency CDP	Unavailable. Dell does not report separately on the energy footprint of its product portfolio; however, it does report annually on its carbon emissions resulting from "Use of Sold Product" (Scope 3 Category 11, Carbon Emissions). These numbers are available in Dell's annual ESG report and CDP Climate questionnaire. Please see our CDP Climate Change Report, section C42, in the link provided.

Our 2021 CDP Climate Change Report will be available in late 2021. Until then, our 2020 report is available at the link provided..

GRI 303: Water and Effluents 2018		Information Links	Page(s)	Omissions
303-1	Interactions with water as a shared resource	Interactions With Water as a Shared Resource CDP		
303-2	Description of water discharge standards	Management of Water Discharge-Related Impacts		
303-3	Sources and volumes of water withdrawn	Water Withdrawal CDP		
303-4	Destinations and volumes of water discharged	Water Discharge CDP		
303-5	Volume of water consumed	Water Consumption CDP		

GRI 305: Emissions 2016		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Emissions as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Emissions CDP		
305-1	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	Direct (Scope 1) GHG Emissions		
305-2	Indirect (Scope 2) GHG emissions.	Energy Indirect (Scope 2) GHG Emissions		
305-3	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	Other Indirect (Scope 3) GHG Emissions CDP		
305-4	GHG emissions intensity ratio for the organization.	GHG Emissions Intensity CDP		

305-5	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	Reduction Of GHG Emissions CDP		

GRI 307: Environmental Compliance 2016		Information Links	Page(s)	Omissions
307-1	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	Non-Compliance with Environmental Laws and Regulations FY21 Progress Made Real Report	3	

GRI 308: Supplier Environmental Assessment 2016		Information Links	Page(s)	Omissions
308-1	Percentage of new suppliers that were screened using environmental criteria.	New Suppliers that were Screened Using Environmental Criteria 2020 Supply Chain Sustainability Progress Report	7	Unavailable. %
308-2	Number of suppliers assessed for environmental impacts and the number identified as having significant actual and potential negative environmental impacts.	2020 Supply Chain Sustainability Progress Report	25-30, 38	Confidentiality constraints. Dell treats the following as confidential and therefore does not publicly disclose: -Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of an assessment -Percentage of suppliers identified as having significant actual and potential negative environmental

				impacts with which relationships were terminated as a result of assessment -Reasons for negative environmental impact terminations

GRI 306: Waste 2020		Information Links	Page(s)	Omissions
306-3	Waste generated	Waste Generated FY21 Progress Made Real Report		

Series 400: Social 2016

GRI 401: Employment 2016		Information Links	Page(s)	Omissions
401-1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	No Information Available		Confidentiality constraints. Dell considers this information proprietary and therefore does not publicly disclose it.

GRI 402: Labor Management Relations 2016		Information Links	Page(s)	Omissions
402-1	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	No Information Available		Confidentiality constraints. Dell treats this data as confidential company information.

GRI 403: Occupational Health and Safety 2018		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Occupational Health and Safety as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Occupational Health and Safety		
403-1	Description of occupational health and safety management system	Occupational Health and Safety		

		Management System Global Health and Safety Policy ISO 45001 Certificate, Occupational Health and Safety Manage...		
403-8	Quantification of workers covered by relevant management systems.	Workers Covered by an Occupational Health and Safety Management System		
403-9	Quantify work-related injuries and calculate relevant ratios.	Work-Related Injuries		
403-10	Details of work-related ill health.	Work-Related Ill Health		
GRI 404: Training and Education 2016		**Information Links**	**Page(s)**	**Omissions**
404-1	Average hours of training that the organization's employees have undertaken during the reporting period.	No Information Available		Unavailable. Dell does not track training in terms of quantity of hours, but rather modules and courses completed.
404-2	Type and scope of programs implemented and assistance provided to upgrade employee skills.	Growing Your Career		
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Percentage of Employees Receiving Regular Performance and Career Development Reviews		
GRI 405: Diversity and Equal Opportunity 2016		**Information Links**	**Page(s)**	**Omissions**
103-1, 103-2, 103-3	Explanation of Diversity and Equal Opportunity as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Diversity and Equal Employment Opportunity Policy Cultivating Inclusion Supplier Diversity Mitigating Bias Team Member Empowerment		

		Community Empowerment Workforce of the Future Gender Empowerment Ethnic and Cultural Empowerment Diversity and Inclusion 2021 D&I Report		
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, and other indicators of diversity.	Diversity of Governance Bodies and Employees 2021 SEC 10-K Our Leadership Board of Directors 2021 D&I Report	29-30	
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Ratio of Basic Salary and Remuneration of Women to Men FY21 Proxy		Confidentiality constraints.

GRI 407: Freedom of Association and Collective Bargaining 2016		Information Links	Page(s)	Omissions
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.	Code of Conduct RBA Code of Conduct Human Rights and Labor Policy Statement 2020 Supply Chain Sustainability Progress Report	36	

GRI 408: Child Labor 2016		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Child Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Supplier Principles Dell Vulnerable Worker Policy Dell Responsible Sourcing Policy		

		2020 Supply Chain Sustainability Progress Report	7	
408-1	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	RBA Code of Conduct 2020 Supply Chain Sustainability Progress Report	5-10, 36	

GRI 409: Forced or Compulsory Labor 2016		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Forced or Compulsory Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Supplier Principles Dell Vulnerable Worker Policy Dell Human Rights and Labor Policy 2020 Statement Against Slavery and Human Trafficking 2020 Supply Chain Sustainability Progress Report	6,8, 17	
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	RBA Code of Conduct 2020 Supply Chain Sustainability Progress Report	36	

GRI 412: Human Rights Assessment 2016		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Human Rights Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Human Rights Assessment RBA Code of Conduct How We Win: Dell Technologies Code of Conduct Supplier Principles Dell Vulnerable Worker Policy	20	Not Applicable.

		Dell Responsible Sourcing Policy Dell Human Rights and Labor Policy 2020 Supply Chain Sustainability Progress Report FY21 Progress Made Real Report	18,19	
412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments 2020 Supply Chain Sustainability Progress Report	7-8	Confidentiality constraints. Dell considers this information proprietary; however, we do disclose our approach to risk assessing, and auditing suppliers which includes human rights reviews. Additionally, we publish the number of suppliers we audit with a breakdown of compliance across the RBA Code provisions in the Supply Chain Sustainability Progress report (Pages 7-8).
412-2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Employee Training on Human Rights Policies or Procedures Code of Conduct	20	Unavailable. Data has not been provided for 412.2a, as the training is not tracked in a per- hour basis, given the course completion

				time may vary per person.

GRI 413: Local Communities 2016		Information Links	Page(s)	Omissions
103-1, 103-2, 103-3	Explanation of Local Communities as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Management Approach: Local Communities Team Members Giving & Volunteering FY21		

GRI 414: Supplier Social Assessment 2016		Information Links	Page(s)	Omissions
414-1	Percentage of new suppliers that were screened using social criteria.	2020 Supply Chain Sustainability Progress Report	7	Unavailable. Dell does not track this indicator; however, it is our common practice to screen new suppliers for social criteria. Our general approach to screening new suppliers is described in the 2020 Supply Chain Sustainability Progress Report, page 7.
414-2	Suppliers identified as having significant actual and potential negative social impacts.	2020 Supply Chain Sustainability Progress Report	7, 15-24, 36-37,	Confidentiality constraints. Dell treats the following as confidential and therefore does not publicly disclose: -Suppliers with which improvements were agreed upon as a result of assessment -Suppliers with which relationships were terminated as a result of assessment

				-Details on the termination of relationships as a result of assessment
GRI 416: Customer Health and Safety 2016		**Information Links**	**Page(s)**	**Omissions**
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Assessment of the Health and Safety Impacts of Product and Service Categories		
416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services		
GRI 418: Customer Privacy 2016		**Information Links**	**Page(s)**	**Omissions**
103-1, 103-2, 103-3	Explanation of Customer Privacy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.	Dell location-specific privacy policies FY21 Progress Made Real Report	 68-73	
418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data Dell location-specific privacy policies		Confidentiality constraints. Dell treats this data as confidential company information.