

# WHY DELL IS A GREAT PLACE TO WORK



## PURPOSE DRIVEN

**We develop technologies and solutions that drive human progress. What we do matters.**

**Meaningful Work.** Our 2030 ESG agenda is a powerful example of how together we're changing our world for the better, and our team members are united in driving progress.

**Diverse & Inclusive.** We are a diverse team that values diversity of thought and experience to create innovative technologies that drive human progress. We are unwavering in our commitment to equality, trust and advocacy for one another because we believe everyone deserves access to opportunity, balance and fulfillment, connection with the world around them, respect, and most of all to be included.

**Transforming Lives.** We are advancing health, education, and economic opportunities with the goal of delivering enduring results for 1 billion people by 2030.

**Committed to Community.** Our team members give more than 700,000 hours to local communities each year. And we match donations to charities of their choice, up to \$10,000 annually per team member.

**Advancing Sustainability.** Dell has ambitious commitments to achieve net zero emissions and protect our planet. In 2016, Dell launched the industry's first packaging made with ocean-bound plastics and is a founding member of NextWave Plastics – a group aiming to save 3 million pounds of plastics from entering the oceans. In FY21, we used 27 million pounds of sustainable materials in our products, and since 2007 recovered 2.5 billion pounds of used electronics.

## FLEXIBILITY AND CONNECTION

**We feel freedom, flexibility and balance are crucial - we know that work is not about a time or place, but an outcome.**

**Freedom and Flexibility.** For more than a decade, we've been a recognized leader in flexible work. We don't make mandates about where and how people work, and more than 90% of roles are hybrid or remote eligible.

**Connected.** Through our 13 Employee Resource Groups our team members connect, engage and impact critical social issues and conversations. Plus they have fun (think: innovation contests, lip sync battles, cooking classes).

## CULTURE AND PEOPLE

**We bring our Culture Code and People Philosophy to life through action, fostering an inclusive environment where team members feel valued, engaged, and inspired to do their best work.**

**Not Just Words on Paper.** Culture is infused in everything we do. 94% of our team members say our behaviors are consistent with our culture code.

**Recognized.** We "play nice but win" the right way, consistently recognized for ethics, diversity, innovation, culture, caring, and being a great place to work. We are ranked at #7 on Forbes' 2021 World's Best Employer list and have been recognized as one of the World's Most Ethical Companies ten times. We also have ranked a Human Rights Campaign "Best Place to Work for LGBTQ employees" for the last eighteen years. Our team members like what they do and who they do it with!

**Wellbeing is a Priority.** We support holistic wellness (financial, physical, and mental) with digital solutions and personalized support.

## A WINNING BUSINESS

**Dell Technologies is the most essential technology company, at a time when technology has never been more central to the world.**

**Uniquely Positioned.** The depth and breadth of our industry leading products and solutions, including new innovations in multi-cloud, edge, telecom, and as-a-Service, set us apart. And set us up to capture tremendous growth opportunity.

**Core Strengths.** FY22 was the best full fiscal year in Dell Technologies' history, with record annual revenue. Servers and networking revenue was up for the fifth consecutive quarter. Client Solutions Group shipped a record 59.3 million units during the 2021 calendar year, up 17% year-over-year.

**Growth Opportunities.** We are capturing opportunities in areas like multi-cloud, edge, and telecom. Our broad scale and unique capabilities position us to do what others can't and best serve our customers' growing technology needs. We deliver value to the 96% of Fortune 500 companies we serve.

## LEADERSHIP

**We are committed to the importance of leadership, and invest in developing approachable, humble, optimistic leaders that live our Values and Leadership Principles.**

**Caring.** 93% of team members say their leader truly cares about them, their personal and professional well-being.

**Inspiring.** 95% of team members say their leader is exceptional in at least one of our defined leadership principles.

**Approachable.** Flat organizational hierarchies, fast decision making, little bureaucracy.

## LIMITLESS OPPORTUNITIES

**We invest in team members' growth and future, embracing their entrepreneurial spirit, recognizing their achievements, and providing meaningful work experiences that drive results.**

**Development.** >90% of our team members say that everyone at Dell has opportunities to develop and learn new skills.

## WANT TO LEARN MORE?

Hear from our team members and follow our social handles.



PROGRESS TAKES

# ALL OF US