## 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 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

## Cultivating Inclusion

**Moonshot Goal**

By 2030, 50% of our global workforce and 40% of our global people leaders will be women

**Other Goals**

- By 2030, 25% of our U.S. workforce and 15% of our U.S. people leaders will be 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, 95% 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 girls, women or underrepresented groups

## 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 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**

- By 2030, 100% of our employees will demonstrate their commitment to our values criteria

- By 2030, 100% of the direct partners we do business with will demonstrate their commitment to our values

For more information visit: **DellTechnologies.com/ProgressMadeReal**

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