

About this report

This report is Hewlett-Packard ApS (HPE Denmark) statutory sustainability report prepared according to the requirements stated in the Danish Financial Statements Act (under section 99a, 99b, and 99d). It covers fiscal year 2024 (November 1, 2023–October 31, 2024) and was approved by the Board of Directors, along with the Annual Report.

Information within this report adheres to the following specifications:

- Contents cover the operations of HPE Denmark but do not cover joint ventures.
- Data are rounded to reflect the appropriate level of certainty.
- References to years are to Hewlett Packard Enterprise Group's (HPE) fiscal year, unless otherwise stated.

All the information in the report is current as of the date of initial publication. The report has not been updated to reflect any changes that may have occurred after such date, including any changes to HPE's business or strategy.

As a forward-looking document, our report contains statements that involve inherent assumptions, risks, and uncertainties. HPE assumes no obligation and does not intend to update these statements based on changes resulting from the emergence of any of these risks or uncertainties, or in the case of those assumptions proving incorrect.

The Company has availed of the exemption provided in the Danish Financial Statements Act from the requirement to present full content of Statutory Corporate Social Responsibility (CSR) report under section 99a of the Danish Financial Statements Act.

Statutory CSR report under section 99a of the Danish Financial Statements Act

HPE Living Progress

Living Progress is HPE's business strategy for creating sustainable and responsible technology solutions that meet the demands of the future, while advancing the way people live and work. Because our commitment to sustainable and responsible business extends to (and is integrated into) many aspects of our operations, HPE's competitiveness, resilience, and relationships with a broad array of stakeholders are enhanced in countless ways.

A legacy of sustainability leadership increases our competitiveness and differentiates us in the marketplace by helping our customers pursue not only their business objectives, but also their sustainability goals. We continue to set and pursue ambitious Living Progress goals built upon the foundation of our unwavering commitment to sustainable and responsible business practices.

Our leadership has earned HPE recognition on global sustainability ratings and rankings including an MSCI AAA rating and EcoVadis Platinum. This leadership fosters employee pride both in our company and in the important role HPE solutions play in solving the world's biggest social and environmental challenges.

Our non-financial material issues

Non-financial materiality assessment guides our Living Progress plan, helping to meet the expectations of our stakeholders, integrate sustainability across our business, and ensure overall accountability. We believe that a stakeholder-centric approach will help HPE achieve these objectives.

We regularly conduct non-financial materiality assessments to address the issues most critical to our business, society, and environment. Our assessments follow a “double materiality” approach and are overseen by the Living Progress Strategy Council (LPSC). Our most recent third-party assessment completed in May of 2024, included interviews with key external stakeholders such as investors, suppliers, and customers and considered the evolution of our business, changes in the global regulatory and corporate sustainability reporting landscape, and evolving investor and stakeholder information needs. The issues in the following chart meet the threshold for this report. Non-financial materiality, as used in this report, differs from the definition used in the context of filings with the U.S. Securities and Exchange Commission (SEC). Issues considered material for SEC filings can be found within the [HPE Form 10-K](#).

For more information on HPE’s non-financial materiality assessment, please refer to our global [Living Progress Report](#).

Reporting scope

Hewlett-Packard ApS is part of HPE, established in Denmark in 1967. The Danish subsidiary imports, markets, and sells a broad range of IT products, solutions, and services for enterprise businesses, public institutions, and private customers in the Danish market. As such, this report covers only issues with material impacts specific to HPE Denmark, primarily regarding operational impacts which include our local workforce and business conduct. Issues material to HPE’s global environmental footprint, supply chain, and products and services are covered in the annual global [HPE Living Progress Report](#).

HPE global non-financial material issues

Operations

Corporate governance	Ethical behavior, integrity, and business partnerships
Employee health and safety	Diversity, equity, and inclusion (workforce)
Talent recruitment, development, and retention	Energy use and GHG emissions in our operations
Sustainability transparency, accountability, and reporting	Operational resilience

Supply Chain

Supply chain resilience	Ethical sourcing and human rights in the supply chain
Energy use and GHG emissions in our supply chain	

Products and Solutions

Data security	Product lifecycle management
Privacy	Responsible design and use of IT solutions
Technology for social impact	Energy use and GHG emissions of IT solutions
Value chain	
Public policy engagement	Water use in our value chain

Material issues addressed in this report include: Corporate governance, Ethical behavior, integrity, and business partnerships; Employee health and safety; Talent recruitment, development, and retention; and Diversity, Equity and Inclusion (workforce). This report outlines HPE’s global management approach to these material issues, supported by non-financial key performance indicators (KPIs) specific to HPE Denmark where applicable. The report also covers our environment and climate impacts, supply chain and operational resilience, and sustainability transparency, accountability, and reporting which are critical to reporting compliance.

For more information on HPE’s approach to sustainability issue management, including issues relevant to our supply chain and products and solutions, please visit [HPE Living Progress](#).



Corporate governance

The HPE Board of Directors (Board) participates in five standing committees:

- Audit
- Finance and Investment
- Human Resources and Compensation (HRC)
- Nominating, Governance, and Social Responsibility (NGSR)
- Technology

HPE Living Progress is overseen by our Board and its various committees in an integrated manner, with the NGSR Committee primarily responsible for oversight and implementation of the Living Progress strategy. HPE leadership regularly briefs the Board on material Living Progress topics covering risks, opportunities, impacts, and strategies. Additionally, the NGSR Committee reviews, assesses, reports, and provides guidance to management and the Board regarding HPE's policies and programs relating to material Living Progress issues. Specifically, the NGSR Committee has oversight of (1) key Living Progress issues, such as climate change, privacy, and human rights and (2) disclosures of Living Progress strategy, practices, and initiatives. Our Board and the HRC Committee also play important roles in overseeing critical topics such as employee wellness, diversity metrics, and social justice initiatives.

HPE Denmark contributes to the local economy, providing high-quality employment for 126 workers in 1 office located at Engholm Parkvej 8, 3450 Allerød, Denmark.

HPE fulfills taxation responsibilities in every location where we operate while also advocating for tax reform that supports the IT industry's evolution in a modern marketplace. We manage the company's tax affairs to protect our broader corporate reputation and fulfill HPE's exacting standards of governance. This includes maintaining appropriate tax controls and documentation processes, which undergo regular internal audits.

Global Policies:

[HPE Corporate Governance Guidelines](#)

[HPE Global Tax Policy](#)

HPE Denmark KPIs

Number of Board Members	4
Number of Employees	126



Ethical behavior, integrity, and business partnerships

We succeed by operating responsibly, holding ourselves and our business partners to the highest ethical standards. We do not tolerate corrupt behavior, including bribery or kickbacks. We comply with relevant laws in every country in which we do business and we set and share our expectations with employees through our anti-corruption program.

We expect everyone involved in our business to behave responsibly and ethically, setting expectations and holding people accountable via relevant policies and procedures. We require compliance with the law and with our [Standards of Business Conduct \(SBC\)](#), and we set specific requirements for suppliers, business partners, and contingent workers. All employees must complete SBC training, which covers key policies, procedures, and high-risk issues. New hires complete an SBC course within 30 days of joining HPE.

HPE’s Ethics and Compliance Committee—an executive-level committee chaired by our Chief Ethics and Compliance Officer and comprising additional senior executives, including our Chief Legal and Operating Officer, Chief Financial Officer, General Counsel, and other senior executives from our business units—provides oversight and guidance for HPE’s ethics and compliance program, with further oversight from the Audit Committee and the HPE Board of Directors.

Although we implement policies, procedures, and training designed to facilitate compliance with responsible business practices and laws against corruption or malpractice, our employees, contractors and agents, as well as those of the companies to which we outsource certain aspects of our business operations, may take actions in violation of our policies. Any such violation, even if prohibited by our policies, could have an adverse effect on our business and reputation. We encourage anyone with concerns or questions about business conduct to raise their issues via one of our reporting channels, without fear of reprisal. Reports are confidential and can be made anonymously where local law allows. For each report made, we conduct any required investigations appropriately, carrying out disciplinary or remedial action when needed. If a violation occurs, we hold employees accountable.

Our anti-corruption program includes:

- Policies that provide clear guidance, including the [HPE Anti-Corruption Policy](#), reviewed annually.
- Tools and training for our workforce and our third-party vendors/suppliers, including mandatory annual anti-corruption training for all non-contingent employees.
- Analysis of business and program data to mitigate emerging anti-corruption risks.
- Annual corruption risk assessments conducted by our Ethics and Compliance Office to help prioritize risk management efforts.
- Process controls to review higher-risk transactions and screen third-party partners.
- Due diligence in mergers and acquisitions, including integration of newly acquired companies.
- Support and advice from specialized anti-corruption attorneys and other compliance professionals.
- A robust, systematic process for investigating and addressing potential concerns.
- A dedicated anti-corruption audit program, which conducted 11 audits in 2024.

Global Policies:

- [HPE Standards of Business Conduct](#)
- [HPE Supplier Code of Conduct](#)
- [HPE Partner Code of Conduct](#)
- [HPE Contingent Worker Code of Conduct](#)
- [HPE Supply Chain Social and Environmental Responsibility Policy](#)
- [HPE Anti-Corruption Policy](#)
- [HPE Global Business Amenities Policy](#)
- [HPE Supplier SER Requirements](#)

HPE Denmark KPIs

Active employees who completed annual SBC training (%)	100%
Breaches of ethical behavior reported (% of global reported breaches)	0%



Employee health and safety

We take a holistic approach to health and safety. Our Environmental, Health, and Safety (EHS) program promotes practices for an injury-free workplace and provides the tools and resources necessary for sites to comply with our [Environmental, Health and Safety Policy](#). This policy guides our team members and subcontractors on the practices and protocols necessary for upholding a safe work environment. We routinely engage team members on health and safety through our EHS programs, mandatory training during onboarding, and company-wide campaigns. In 2024, HPE Denmark’s lost time incident rate was 0 and our recordable incident rate was 0, well below the industry average of 0.3.¹

We use EHS Management Systems (MS) and Global Standards to structure our approach to EHS priorities, meet HPE and external requirements, control risk, and improve performance. The EHS MS requires sites to monitor performance, conduct audits and management reviews, and to implement corrective actions. In 2024, we expanded the use of our EHS management tool to achieve a more robust and efficient audit process. Along with improving how we track, analyze, and follow up on audit results, the tool provides a consistent, global approach to ISO certifications and management. We use our internal EHS risk reporting tool to track relevant regulations and compliance mechanisms across our global sites, identify site-specific risks, and address them appropriately. For regulatory updates, we receive periodic information from a third-party EHS management consulting company.

HPE Denmark is compliant with EU labor laws regarding working conditions, including provisions on working time, part-time, and fixed-term work; temporary workers; and the positioning of workers. We also rely on third-party suppliers for the provision of contingent workers, and our failure to manage our use of such workers effectively could adversely affect our operational results. We may be subject to shortages, oversupply or fixed contractual terms relating to contingent workers. Our ability to manage the size of, and costs associated with, the contingent workforce may be subject to additional constraints imposed by local laws.

Global Policies:

[HPE Environmental, Health and Safety Policy](#)

HPE Denmark KPIs

Lost time incident rate	0
Recordable incident rate	0

¹ [U.S. Bureau of Labor Statistics](#), as of December 2024.



Employee engagement, development, and well-being

The success and well-being of our team members is essential to our organization. We never stop investing in our human capital, aiming to strengthen our wellness and talent development programs and working to attract, develop, and retain the best talent. We do this by communicating a clear purpose and strategy; establishing transparent goals; promoting accountability; and continuously evaluating and nurturing talent, all within a leadership-driven framework. About 95% of employees engaged in HPE’s Performance Enablement program in fiscal year 2024 through quarterly one-on-one My Success Plan (MSP) conversations with leaders focused on performance, progress, and career aspirations. The dynamic nature of our industry allows team members to thrive in their current roles and acquire new skills. Over the past year, our team members completed over 815,000 online and instructor-led courses across various categories, including leadership; inclusion and diversity; professional skills; technical training; and compliance.

We are particularly focused on identifying and cultivating the next generation of exceptional leaders. Our annual talent and succession review, conducted with our Chief Executive Officer (CEO) and Executive Committee, aims to accelerate readiness, enhance succession pipelines, and improve diversity representation in our key positions. Our Inclusive Leadership course reinforces our leaders’ roles in making HPE an inclusive place to work.

Our company fosters internal mobility by offering a range of initiatives that empower employees to grow and explore new opportunities within the organization. We provide access to various internal opportunities and job rotations, allowing team members to broaden their skills and experiences in different roles. Additionally, career path recommendations align with individual aspirations, helping employees chart their growth trajectory, including a Technical Career Path that empowers our technologists to grow, advance, innovate, and become deep technical experts. We support this process by offering relevant development resources, training, and mentorship, ensuring that employees are equipped with the tools they need to achieve their career goals and advance within the company.

Throughout 2024, we enhanced our professional development courses, coaching opportunities, performance assessment tools, goal-setting support, and other resources. 142 HPE Denmark team members participated in online learning opportunities in this fiscal year. In addition to directly offering training, HPE Denmark employees take advantage of the Employee Development Grant Program, which provides financial assistance to employees for technical certifications, bachelor’s, master’s and doctorate degrees in a business-relevant subject of study.

Team member feedback is essential to honing our strategic plans and initiatives. We gather insights through a companywide annual Voice of the Workforce (VoW) survey, occasional pulse surveys, and other outreach channels. In 2024, HPE Denmark achieved an 82% employee engagement score.

We invest in programs for team member well-being to ensure our team members and their families have the tools necessary to stay well, physically and mentally. In 2024, HPE maintained its wellness support, started in 2020, and continued offering free resources, including:

- Headspace: An app for mindfulness and meditation for stress, anxiety, sleep, focus, and more.
- Wellbeats: Video fitness classes that give team members and families the flexibility to work out anywhere and anytime.

HPE Denmark provides a variety of benefits to its employees, such as massages, physiotherapy, on-site gym, and canteen services.

Through HPE Gives, our global giving and volunteering program, we empower team members to support the communities in which they live and work. Participation with HPE Gives takes many forms, ranging from mentoring to monetary donations to volunteering. We empower our employees to strengthen their communities and leverage our technology and expertise to drive social impact in the digital age. Every employee receives 60 hours of paid time each year to devote to volunteer activities, allowing them to give back locally, enriching their communities and developing their team building and leadership skills in the process.

Global Policies:

[HPE Standards of Business Conduct](#)

[HPE Open Door Policy](#)

[HPE Harassment-Free Work Environment Policy](#)

[HPE Nondiscrimination Policy](#)

HPE Denmark KPIs

Number of employees participating in HPE Gives	10
Number of learners participating in online learning opportunities	142
Employee engagement score (%)	82%



Statutory CSR report under section 99b of the Danish Financial Statements Act

Diversity, equity, and inclusion

At HPE, we are committed to cultivating an unconditionally inclusive workplace. Through fostering a culture where our people can freely contribute their perspectives, ideas, and experiences, we can fuel innovation, drive transformational changes, and be a force for good by harnessing the potential of our technologies and team members. We have continued to advance our global approach to enhancing our workforce diversity.

HPE works to help ensure that all our team members are treated fairly and that no one is discriminated against based on age, sex, nationality, religious beliefs or sexual orientation. As of 2024, 87% of our people leaders completed the transforming leadership with a human centered approach course and 66% of remaining HPE employees completed Inclusion for All training.

We have a zero tolerance policy of discrimination and harassment, as well as an [Open Door Policy](#) for employees to express any concerns over experiences at work. We encourage employees to report ethics violations to their human resources department or our Ethics and Compliance Office.

The basic freedoms and standards of treatment to which all people are entitled are universal. Upholding these rights is fundamental to our values. The [HPE Global Human Rights Policy](#) frames our commitment and overall approach to respecting human rights across our operations and value chain, and reinforces the expectations set out by the UN United Nations (UN) Guiding Principles on Business and Human Rights. The HPE Office of Legal and Administrative Affairs guides our approach to human rights and works across the business to address specific issues as they arise.

Global Policies:

[HPE Global Human Rights Policy](#)

[HPE Open Door Policy](#)

[HPE Harassment-Free Work Environment Policy](#)

[HPE Nondiscrimination Policy](#)

[HPE Standards of Business Conduct](#)

[HPE Accessibility Policy](#)

HPE Denmark KPIs	Men	Men %	Women	Women %
Employees (regular full-time) by gender	89	71%	37	29%
Managers by gender	17	71%	7	29%
HPE Denmark Board by gender	3	75%	1	25%

		2023	2024	2025	2026	2027
Top managerial position (Board of Directors)	Total number of members	2	2			
	Underrepresented gender in pct.	50%	50%			
	Target figure in pct.	50%	50%			
	Year for fulfilment of target figure	2025	2025			
Other Managerial positions (1 and 2)	Total number of members	25	24			
	Underrepresented gender in pct.	32%*	29%*			
	Target figure in pct.	50%	50%			
	Year for fulfilment of target figure	2025	2025			

Of the 13 global HPE Board members, 6 are women and 1 identifies with one or more diverse groups in ethnicity, race, or nationality. 11 members are independent of HPE.



At HPE Denmark, the gender composition within management reflects the company's commitment to fair representation and diversity. The board of directors consists of four members, with two being shareholder-elected and two employee-elected. Among the shareholder-elected members, the company ensures fair gender representation, which is currently achieved as one member is female and the other is male. HPE Denmark does not influence the selection of employee-elected board members, as these positions are autonomously decided by the employees. Consequently, the gender composition among employee-elected board members can vary from year to year. Beyond the board of directors, women hold 29% of all managerial positions within the organization, aligning with their overall representation of 29% in the total workforce. Consequently, 19% of women and 19% of men at HPE Denmark hold managerial roles, indicating a balanced promotion rate to managerial positions between genders. HPE Denmark is committed to monitoring and promoting the representation of women in managerial positions, ensuring a non-discriminatory and inclusive workplace for all genders. While the company is prepared to take necessary actions to achieve its targets, both top managerial and other managerial roles are currently evenly split between genders, meeting the target. Therefore, no further actions were deemed necessary to influence fair representation.

Additional non-material issues management

Climate & Environment

Climate impacts and business disruptions

Climate change serves as a risk multiplier that could increase both the frequency and severity of natural disasters that may affect our worldwide business operations and those of our suppliers and customers. Our corporate headquarters is located in Spring, Texas, which suffers from floods, hurricanes, and other extreme weather, and a portion of our research and development activities are located in California, which suffers from drought conditions and catastrophic wildfires, each affecting the health and safety of our employees. In California, to mitigate wildfire risk, electric utilities have at times periodically deployed, and may in the future periodically deploy, public safety power shutoffs, which affect electricity reliability to our facilities and our communities. Certain sites located in the United States, Middle East, China, and India experience exposure to extreme heat and water stress, which could potentially jeopardize the health and well-being of our employees, consequently impacting our operations. While we seek to mitigate the business risks, including those associated with climate change, through site selection, infrastructure technological investments, business continuity planning, and robust environmental programs, this may require us to incur substantial costs and we may be unsuccessful in doing so as there are inherent climate-related risks wherever business is conducted. Furthermore, climate change may reduce the availability or increase the cost of insurance for these negative impacts of natural disasters by contributing to an increase in the incidence and severity of such natural disasters.

At HPE, we recognize the imperative to minimize our industry's environmental footprint, as well as the opportunity to innovate technologies for a carbon-constrained world. As one of the first technology companies to set science-based targets to reduce GHG emissions across the value chain, we continue to set ambitious environmental goals and take proactive steps regarding our carbon footprint, energy use, emissions, water footprint, and waste management. HPE aims to become a net-zero enterprise by 2040, with interim targets set across our value chain for 2030. HPE has set additional climate-related targets, including sourcing 50% renewable electricity in our operations by 2025 (which we surpassed ahead of schedule for two consecutive years) and committing to achieving 100% renewable electricity in our operations by 2030. Progressing against our net-zero ambition requires innovative thinking and active involvement from every leader at HPE. Since 2022, certain management goals and elements of executive compensation for our Executive Committee have been tied to bespoke climate related KPIs and action plans for their respective organizations.

HPE's climate risk assessment is aligned to the recommendations of the Taskforce on Climate-related Financial Disclosures (refer to our [TCFD Analysis](#)). Additional information regarding our efforts to reduce our corporate carbon footprint can be found in the [HPE Living Progress Report](#).

Environmental Regulation

We are subject to various federal, state, local, and foreign laws and regulations. Laws and regulations may change in ways that will require us to modify our business model and objectives or affect our returns on investments by restricting existing activities and products, subjecting them to escalating costs or prohibiting them outright. For example, as a result of laws and regulations concerning responsible and sustainable business practices, we face increasing complexity related to product design, safety and compliance; the use of regulated, hazardous, and scarce materials; the management, movement and disposal of hazardous substances and waste; the associated energy consumption and efficiency related to operations and the use of products, services, and solutions; the transportation and shipping of products and other materials; supply chain due diligence; climate change adaptation and mitigation; greenhouse gases emissions; sustainability-related regulations and reporting requirements; and the reuse, recycling and/or disposal of products and their components at end-of-use or useful life and associated operational or financial responsibility. A significant portion of our hardware revenues come from international sales. Any changes to current environmental legal requirements may increase our cost of doing business internationally and impact our hardware revenues from the EU, U.S., China, India and/or other countries proposing or adopting similar environmental legal requirements. Additionally, other sustainability reporting-related laws, regulations, treaties and similar initiatives and programs are being proposed, adopted, and implemented throughout the world. If we were to violate or become liable under environmental or certain sustainability-related laws or if our products become non-compliant with such laws or market access requirements, it could result in loss of



market access or limit offerings in those markets or our customers may refuse to purchase our products, and we could incur costs or face other sanctions, such as restrictions on our products entering certain jurisdictions, fines, and/or civil or criminal sanctions. Environmental regulations may also impact the availability and cost of energy or emissions related to energy consumption which may increase our cost of manufacturing and/or the cost of powering and cooling owned IT infrastructures.

HPE's global Market Access team monitors regulatory developments across the EU, as well as at the national level globally, to ensure compliance with applicable environmental and social supply chain requirements. This may also include voluntary requirements, where appropriate.

Our comprehensive [Supplier Code of Conduct](#) sets out guidelines to help suppliers reduce the negative environmental impact of their activities. We ensure that Social and Environmental Responsibility (SER) is factored into our business decisions through our supplier business scorecard. The inclusion of SER indicators in the scorecard links supplier social and environmental performance with our procurement choices. We provide suppliers with a full list of restricted substances and clear guidance on suitable alternatives in our [General Specification for the Environment](#).

We engage customers in the circular economy across multiple stages, offering a range of programs and services to create tailored solutions for smarter IT lifecycles. To help customers extend the life of assets, we simplify repairability, offer refurbished equipment, upcycle equipment for reuse, and more.

In 2024, 3.4 million assets were processed by our Technology Renewal Centers (TRCs) and trusted partners, 83% of which were given new lives. HPE Denmark does not carry out the manufacture or production of equipment locally and therefore it is not material.

HPE Denmark has a minimal impact on biodiversity, the primary impacts of which result from office activities such as the use of paper and generation of waste.

HPE has a long-standing office energy efficiency program that pursues solutions related to operations and maintenance, heating and cooling, lighting, and occupant behavior. We also consider efficiency when selecting new office locations. For instance, select HPE offices are LEED certified, showcasing their high standards for environmental performance and resource efficiency.

Environmental costs and accruals are presently not material to our operations, cash flows or financial position. Although there is no assurance that existing or future environmental laws applicable to our operations, services or products will not have a material adverse effect on our operations, cash flows or financial condition, we do not currently anticipate material capital expenditures for environmental control facilities. More information regarding environmental programs covering our operations, supply chain, and solutions, can be found in the [HPE Living Progress Report](#).

Global Policies:

[HPE Supplier Code of Conduct](#)

[HPE Supplier SER Requirements](#)

[HPE General Specification for the Environment](#)

[HPE Vendor Requirements Hardware Recycling Standard](#)

[HPE Vendor Requirements Hardware Reuse Standard](#)



Supply chain and operational resilience

Business Resilience encompasses HPE’s ability to rapidly respond and adapt to disruptive events that have the potential to impact our operations, be it team members, sites, critical operations, customers, partners, brand, or reputation. HPE’s Business Resilience function governs two corporate programs: Crisis Management and Business Continuity, both of which help to build, support, and promote operational and reputational resilience, while also enabling the business and creating a competitive advantage for HPE. Our Crisis Management program is designed to help geographic and country leaders prepare for and respond to disruptive events that might impact operations in their geography in an effective, timely manner, with the goal of protecting people and minimizing damage to our profitability, reputation, and ability to operate. Our Business Continuity program is designed to help business and function leaders prepare and plan for disruptive events that might impact critical business operations and services, so that we may continue such critical business operations at acceptable pre-defined levels. The mission of HPE’s Business Resilience function is to enable the business to achieve its objectives by improving the effectiveness of risk management, control, response, and governance while implementing industry best practices in the program areas of Crisis Management and Business Continuity, thereby creating and enhancing HPE’s competitive advantage through effective preparation and planning. We believe our robust Business Resilience function has enabled us to successfully navigate unexpected developments and/or disruptions throughout the year without material adverse impacts on our financial performance or operations. To strengthen our operational resilience, we amended the business continuity plans for key HPE sites in 2024 to include climate-related risks and responses. We continue planning additional responses to regional and local disaster scenarios and other potential incidents.

Sustainability transparency, accountability, and reporting

Our culture of integrity and transparency builds trust with our stakeholders as we collaborate to make meaningful progress on the issues most relevant to our business. Our reporting on sustainable and responsible business practices promotes accountability, aligning with prominent standards and frameworks to meet the needs of our stakeholders. This includes investor-driven standards and frameworks such as the sector-specific indicators set forth by the Sustainability Accounting Standards Board, the Taskforce on Climate-related Financial Disclosures (“TCFD”), Global Reporting Initiative’s Sustainability Reporting Guidelines (2021), and the United Nations Sustainable Development Goals. We regularly evaluate the effectiveness and scope of our sustainability reporting by analyzing these external reporting frameworks and guidelines, as well as peer company disclosures and implementing feedback from our stockholders and other stakeholders. In addition, we closely monitor forthcoming sustainability reporting obligations in the jurisdictions in which we operate to promote compliance with mandatory disclosures.

We welcome any questions or feedback relating to our report. Contact us here.

Accounting practices

KPI	Accounting method
Number of HPE Denmark Board Members	The number of Board Members is defined as those persons who serve as Members of the Hewlett-Packard ApS Board, being either Shareholder or Employee elected, on the date of authorizing and signing given fiscal year Annual Report. Data is being provided and confirmed by HPE Denmark team.
Number of employees	The number of employees is defined as those persons who work for Hewlett-Packard ApS based on employment contract (and receive compensation in the form of salaries with the exclusion of temporary workers) at the end of given fiscal year final month. Data is being provided and confirmed by HPE Denmark Payroll and Human & Resources Teams.
Breaches of ethical behavior (% of global reported breaches)	Total number of cases closed in each country where HPE operates with substance found in FY24 divided by total number of cases closed globally with a substance found in FY24.
Percentage of employees who completed annual privacy and security training (through mandatory annual Standards of Business Conduct training)	% complete of active employees (i.e., not on leave). The percentage is calculated by dividing the number of employees who completed the training by the total number of employees. Training is assigned to all active employees.
Lost time incident rate	$(\text{Total recordable cases}) * 200,000 / (\text{total headcount} * 2000)$ 200,000 stands for 100 people working 2000 hour/year on average 2000 stands for average number of hour worked/year per person
Recordable incident rate	$(\text{Total LWD cases}) * 200,000 / (\text{total headcount} * 2000)$ 200,000 stands for 100 people working 2000 hour/year on average 2000 stands for average number of hour worked/year per person



Legal data sheet

KPI	Accounting method
Number of employees participating in HPE Gives	The number is calculated based on HPE Gives platform which enable employees to track volunteer time, make contributions to eligible organizations, and request matches for external donations made. The collection of this aggregated data allows to pull a report and determine how many employees participated in HPE Gives over any given timeframe.
Number of learners participating in training	Number of active employees (full-time and part-time) who attended the online course and earn a completion. Data is sourced from our internal Workday system.
Employee engagement favorability score	Voice of the Workforce survey conducted for all team members globally
Employees (regular full-time) by gender	%: female over total is the percentage of women employed based on headcount. Headcount defined as all employees on HPE Denmark payroll (excluding temporary employees) including employees on leave (paid and unpaid); excluded are contractors and third-party workers
Senior managers by gender	Women in Management: Percentage of Female managers vs total management headcount. Management identified based on job levels including 3 types of leaders: Supervisors, Managers, Executives. Headcount defined as all employees on HPE payroll regardless of the type of contract (regular and temporary) including employees on leave (paid and unpaid); excluded are contractors and third-party workers. The percentage of men is calculated by deducting the number of females managers from total management headcount.
HPE Denmark Board by gender	Women in Board: percentage of female board members vs. total number of board members.

Statutory CSR report under section 99d of the Danish Financial Statements Act


Data ethics

HPE currently does not have a standalone data ethic policy, as our Global Privacy Policy outlines the general data-protection principles we follow. The HPE Privacy Statement, available in eight languages, and the Employee Privacy Policy, inform team members, customers, and partners about our privacy practices and explain what personal data we collect, use, disclose, and transfer. HPE maintains an Enterprise System & Data Ownership Policy to define rules that apply to data owners governing data under their purview. To ensure accountability for appropriate data stewardship in line with the Standards of Business Conduct, HPE established the Global Master Records and Information Management Policy.

Learn more at

HPE.com/us/en/living-progress.html

Visit HPE.com

 **Chat now (sales)**


**Hewlett Packard
Enterprise**

© Copyright 2025 Hewlett Packard Enterprise Development LP. The information contained herein is subject to change without notice. The only warranties for Hewlett Packard Enterprise products and services are set forth in the express warranty statements accompanying such products and services. Nothing herein should be construed as constituting an additional warranty. Hewlett Packard Enterprise shall not be liable for technical or editorial errors or omissions contained herein.

a00147679ENW