Hewlett Packard Enterprise

Living Progress Data Summary

Fiscal year 2023

Introduction

Introduction

The 2023 Living Progress Data Summary is designed primarily to meet the information needs of analysts and contains performance data on our most significant environmental, social, and governance (ESG) issues. Selected data and an explanation of trends and management approach can be found in our 2023 Living Progress Report.

Business changes

Unless otherwise stated, data and activity reported relates to our fiscal year, which ends October 31st.

Assurance

In accordance with attestation standards established by the American Institute of Certified Public Accountants, external assurance provider SCS Global Services (SCS) performed an independent review of a selected number of key performance indicators in this Summary. Please see the scope of SCS's work here.

Company profile

In 2023, our net revenue was $29,135 million, approximately 64% of which was generated outside of the United States. We fulfilled taxation responsibilities in every location of operation and contributed net income taxes of $307 million.

Economic impact of HPE operations[1]

	2023
Net revenue ($ million)	**$29,135**
Profit ($ million)	**$10,239**
Net cash provided by operating activities ($ million)	**$4,428**
Net revenue from outside the United States	**64%**
Income taxes paid, net of refunds ($ million)	**$307**
Net revenue by segment ($ million)[2]	
Compute	$11,436
High Performance Computing and Artificial Intelligence	$3,913
Storage	$4,415
Intelligent Edge	$5,204
Financial Services	$3,480
Corporate Investments and Other	$1,250

[1] All data in this table is from HPE's 2023 10-K.

[2] HPE consolidated net revenue excludes inter-segment net revenue.

Contents

Introduction

Our data

4 Design for environment
4 Product return, reuse, and recycling
5 Recycling vendor audits
6 Materials and packaging
7 Environmental footprint
7 Carbon footprint
11 Water footprint
12 Operations
17 Supply chain environmental impact
18 Board diversity
19 Employees
30 Community investment
31 Supplier diversity
42 Ethics
32 Supply chain responsibility
33 Supply chain responsibility dashboard
36 Performance monitoring
37 Health and safety
38 Labor
40 Environmental
41 Management systems
42 Ethics
43 Responsible sourcing of minerals
44 Human rights
46 Political contributions
46 Data privacy

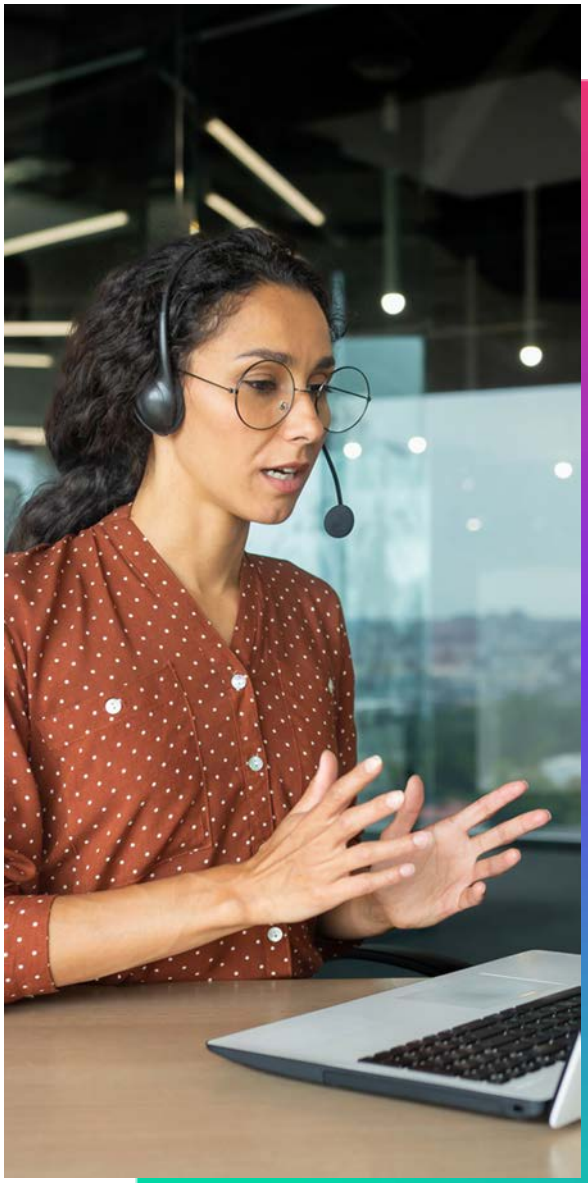
Standards Index

47 Global Reporting Initiative (GRI)
54 Sustainability Accounting Standards Board (SASB) index
57 Task Force on Climate-Related Financial Disclosures (TCFD)

Assurance

58 Independent Assurance Statement
59 Assurance Indicators

Resources



Our data

Design for environment

HPE's quality management system for servers, storage, and networking products and converged solutions complies with the requirements of ISO 9001:2015. To learn more about HPE's approach to Product lifecycle management, see pages 28-32 of the Living Progress Report.

Eco labels across HPE's product portfolio

Product group	% eligible product lines with ENERGY STAR® configurations	% eligible product lines on EPEAT® registry	% eligible product lines with CECP configurations	% eligible product lines with China SEPA configurations	% new products with IT Eco Declarations[3]
Servers	81%	79%	86%	70%	100%
Storage	47%	N/A	N/A	N/A	100%
Networking	N/A	N/A	N/A	N/A	100%

[3] IT Eco Declarations are not generated for individual parts and accessories, nor do IT Eco Declarations include proactive declarations for company products acquired by HPE. For such products, we retroactively create the declarations.

Product return, reuse, and recycling

To learn more about HPE's approach to Product lifecycle management, see pages 28-33 of the Living Progress Report.

Product return, reuse, & recycling

	2021	2022[4]	2023
Number of countries and territories with HPC return & recycling programs	58	63	65
Total reuse and recycling combined (metric tons, approximate)	**18,378**	**13,020**	**14,395**
Reuse	13,506	8,146	9,557
Recycling	4,872	4,874	4,838
Total recycling, by region (metric tons)			
Americas	2,819	2,919	2,635
Europe, Middle East, and Africa	1,259	993	1,211
Asia Pacific and Japan	794	962	992

[4] Data restated due to methodology update.

Product return, reuse, and recycling (continued)

HPE has closed investigations of 96% of the major non-conformance findings identified at 14 recycling and reuse sites in 2023 and will continue to work closely with vendors to ensure the corrective actions implemented remain the standard at facilities. Through HPE audit implementation and post-audit engagement, there continues to be an overall improvement of vendors' understanding of HPE requirements and expectations, and processes to manage risks associated with their operations. The audits are intended to assess areas such as health and safety, management systems, labor, ethics, and ethical business practices.

Recycling vendor audits

	2022	2023
New hardware recycling audits completed	3	0
Repeat hardware recycling audits completed	14	12
New audits of hardware reuse facilities	4	12
Repeat audits of hardware reuse facilities	13	8
Countries in which hardware recycling audits took place	14	20
Recycling sites audited for the first time with major non-conformance issues	1	N/A
Reuse sites audited for the first time with major non-conformance issues	2	6
Recycling sites with major non-conformance issues upon repeat audit	7	7
Reuse sites with major non-conformance issues upon repeat audit	2	1
Sites where repeat audits will be conducted in the following year	Tentative Total: 21 14 recycling 7 reuse	Tentative Total: 6 6 recycling 0 reuse
Sites with an increased grade change	10	10
Sites with a decreased grade change	4	4
Sites that maintained the same grade	13	6

We annually calculate revenue from IT sustainability offerings. In 2023, products featuring IT sustainability and efficiency attributes comprised approximately 50% of HPE's net revenue, marking a 12 percentage points increase in the past four years. This achievement stands as a testament to HPE's continuous dedication to offering more sustainable and responsible products and solutions.[5]

Revenue attributed to IT sustainability offerings

	2020	2021	2022	2023
Revenue attributed to IT sustainability offerings	38%	47%	51%	50%

[5] Sustainable technology is defined as solutions that enable our customers to reduce the environmental impact of their IT infrastructure across its entire lifecycle. This figure is comprised of revenue from select product lines that demonstrate one or more of HPE's defined sustainable technology attributes.

Materials and packaging

To learn more about HPE's approach to Product lifecycle management, see pages 28-33 of the Living Progress Report.

To learn more about HPE's approach to Substances of concern, see page 30 of the Living Progress Report.

Packaging environmental benefits

as a result of innovations by HPE and its suppliers

	2021	2022	2023
CO_2e emissions avoided (metric tons)	1,022	1,812	1,002
Recycled material used (metric tons)	394	643	595
Recycled cushion material used (tons)	372	558	577

Material composition and recyclability of select HPE products[6]

		Material composition (%)							
Device	Total weight of product (g)	Metal	Recyclable plastics	Non-recyclable plastics	Wires/ cables	Glass	Printed circuit assemblies	Other[7]	Recyclable content (%)
HPE Aruba Networking 303 Access Point	261.6	53.2%	25.38%	0%	0.24%	0%	21.18%	0%	99.8%
HPE ProLiant DL20 Gen11 Server[8]	7,787	77.11%	1.93%	0.23%	1.55%	0%	15.59%	3.59%	97.9%
HPE ProLiant DL360 Gen11 Server	14,434	71.5%	2.49%	0.11%	1.86%	0%	21.64%	2.4%	98.1%
HPE ProLiant DL325 Gen11 Server	13,466	69.48%	2.15%	0.22%	2.2%	0%	18.96%	6.99%	96%
HPE ProLiant ML30 Gen11 Server[8]	10,741	78.9%	7.87%	0.03%	4.48%	0%	6.28%	2.44%	97.1%
HPE Synergy 480 Gen11 Compute Module	6,940	59.91%	3.59%	0.03%	0.42%	0%	34.25%	1.8%	99.2%

[6] Based on Recyclability Assessment Tool (RAT) calculations for base models. HPE products are highly customizable/configurable, and results could vary based on configuration.

[7] Includes rubber, cork, and other materials not included in the other categories.

[8] Product released shortly after close of FY23.

Carbon footprint

HPE emitted a total of 18,186,620 metric tons of CO_2e. We reduced GHG emissions from our direct operations (Scope 1 and 2) by 18% compared to 2020 levels.

Currently, 97.6% of our emissions occur in the upstream and downstream portions of our value chain (Scope 3). Given this, we report carbon intensity (metric tons CO_2e/$ million of net revenue) using emissions across the entire value chain (Scopes 1, 2, and 3). In 2023, our carbon intensity has increased by 5% from 2022, driven by shifts in our product mix sold.

This report reflects a methodological update to improve the accuracy of our GHG emissions calculations. Based on this update, we have restated data from 2020 to 2023. To learn more about our GHG emissions calculation methodology see HPE Carbon Accounting Manual.

To learn more about HPE's approach to Accelerating net-zero, see page 19 of the Living Progress Report.

Carbon footprint (Scope 1, 2, and 3) (metric tons CO_2e)[9]

	2020	2021	2022	2023
GHG emissions (Scopes 1, 2, and 3)	**15,223,954**	**15,730,227**	**16,864,119**	**18,186,620**
Operational GHG emissions (Scope 1 and Scope 2 market-based method)[10]	199,501	168,419	164,236	162,597
Scope 1	36,796	29,017	31,908	40,495
Scope 2 (market-based method)	162,705	139,403	132,328	122,101
Scope 2 (location-based method)	304,694	276,133	272,297	262,070
Carbon intensity (Scope 1-3 metric tons CO_2e/$ million of net revenue)	564	552	592	624
Scope 3	15,024,453	15,561,808	16,702,678	18,024,023

[9] Data has been rebaselined from 2020 to 2023 due to methodological updates to improve data accuracy.

[10] HPE's operational emissions are calculated with the Scope 2 market-based method.

Carbon footprint (continued)

Operations emissions by region (Scope 1 and Scope 2) (metric tons CO_2e)[11]

	2020	2021	2022	2023
Scope 1 and Scope 2 (market-based)	**199,501**	**168,419**	**164,236**	**162,597**
Americas	108,161	89,571	87,795	76,213
Europe, Middle East, and Africa	28,450	23,552	25,753	28,781
Asia Pacific and Japan	62,890	55,296	50,688	57,602
Scope 1	**36,796**	**29,017**	**31,908**	**40,495**
Americas	16,945	13,409	15,362	22,188
Europe, Middle East, and Africa	17,968	14,212	15,112	15,503
Asia Pacific and Japan	1,883	1,395	1,434	2,804
Scope 2 (market-based)	**162,705**	**139,403**	**132,328**	**122,101**
Americas	91,216	76,162	72,433	54,025
Europe, Middle East, and Africa	10,482	9,339	10,641	13,279
Asia Pacific and Japan	61,007	53,901	49,253	54,798
Scope 2 (location-based)	**304,694**	**276,133**	**272,297**	**262,070**
Americas	183,131	167,038	175,379	156,995
Europe, Middle East, and Africa	18,730	14,240	10,736	11,336
Asia Pacific and Japan	102,793	94,856	86,182	93,739

[11] Data has been rebaselined from 2020 to 2023 due to methodological updates to improve data accuracy.

Operations emissions by type (Scope 1 and Scope 2) (metric tons CO_2e)[12, 13]

	2020	2021	2022	2023
Scope 1	**36,796**	**29,017**	**31,908**	**40,495**
Natural gas	6,583	6,685	5,826	6,832
Liquified natural gas	0	0	1,223	8,059
Diesel & LPG[14]	760	399	888	539
Transportation fleet (Air & Car)	24,969	18,185	19,535	20,087
Refrigerants (Hydrofluorocarbons HFCs)	4,483	3,748	4,436	4,975
Perfluorocarbons (PFCs)[15]	0	0	0	0
Renewable Power — On-site — Owned	—	—	—	—
Renewable Liquified Natural Gas (CH4 & NO2)	0	0	0	2
Scope 2 (market-based)	**162,705**	**139,403**	**132,328**	**122,101**
Purchased electricity for operations	162,530	139,112	131,927	121,801
Purchased Electric Power — EV	41	92	242	301
Chilled Water (purchased) for operations	0	0	0	0
District Heating (purchased) for operations	133	199	158	0
Scope 2 (location-based)	**304,694**	**276,133**	**272,297**	**262,070**
Purchased electricity for operations	304,520	275,842	271,896	261,769
Purchased Electric Power — EV	41	92	242	301
Chilled Water (purchased) for operations	0	0	0	0
District Heating (purchased) for operations	133	199	158	0

[12] Some segments do not add up to total due to rounding.

[13] Data has been rebaselined from 2020 to 2023 due to methodological updates to improve data accuracy.

[14] HPE does not estimate or extrapolate diesel use for nonreporting sites.

[15] Data is based on the calendar year.

GHG emissions Scope 3 (metric tons CO_2e)[16]

	2020	2021	2022	2023
Scope 3 emissions by category	**15,024,453**	**15,561,808**	**16,702,678**	**18,024,023**
Purchased goods and services[17]	4,317,573	4,787,009	5,008,947	5,234,945
Capital goods[17]	97,239	96,762	93,571	114,516
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)[17]	73,773	38,622	44,913	50,833
Upstream transportation and distribution[17]	282,069	307,672	330,087	339,937
Waste generated in operations[17]	910	459	616	638
Business travel[17]	30,296	8,787	27,807	46,692
Employee commuting	170,543	225,628	229,221	235,486
Upstream leased assets	Not relevant	Not relevant	Not relevant	Not relevant
Downstream transportation and distribution[18]	Not relevant	Not relevant	Not relevant	Not relevant
Processing of sold products	Not relevant	Not relevant	Not relevant	Not relevant
Use of sold products[17]	10,047,667	10,092,266	10,962,597	11,995,871
End-of-life treatment of solid products[17]	4,383	4,603	4,919	5,105
Downstream leased assets	Not relevant	Not relevant	Not relevant	Not relevant
Franchises	Not relevant	Not relevant	Not relevant	Not relevant
Investments	Not relevant	Not relevant	Not relevant	Not relevant

[16] Some segments do not add up to total due to rounding.

[17] Data has been rebaselined from 2020 to 2023 due to methodological updates to improve data accuracy.

[18] Downstream transportation and distribution are included in upstream transportation and distribution figure.

Water footprint

The majority of our global water footprint can be attributed to the electricity associated with the use of our products (93%) and the energy needs of our suppliers (5%). Our operational water footprint is minimal (1%). To learn more about HPE's approach to Environment, see pages 18-22 of the Living Progress Report.

Energy-water nexus[19, 20]

WRI Aqueduct water risk category	Operations	HPE operational energy		Energy product use	
		Withdrawal	Consumption	Withdrawal	Consumption
Extremely High	125400 m³ (11%)	212573336.92 m³ (44%)	326798 m³ (17%)	3393738957 m³ (11%)	8953995 m³ (9%)
High	72314 m³ (7%)	12709060.75 m³ (3%)	71115 m³ (4%)	2835266804 m³ (9%)	8854521 m³ (9%)
Medium-High	639052 m³ (57%)	129951175.52 m³ (27%)	1148870 m³ (61%)	8455194398 m³ (28%)	46916181 m³ (49%)
Low-Medium	124990 m³ (11%)	48953699.62 m³ (10%)	154201 m³ (8%)	7954798031 m³ (26%)	20243684 m³ (21%)
Low	20521 m³ (2%)	45003742.06 m³ (9%)	52957 m³ (3%)	7002365264 m³ (23%)	7915425 m³ (8%)
No Data	130091 m³ (12%)	34660102.54 m³ (7%)	134005 m³ (7%)	734741131 m³ (2%)	2785524 m³ (3%)

[19] Our energy-water nexus modeling considers how our energy-water demands impact water risk regions. Our modeling leverages the WRI Aqueduct Risk Atlas.

[20] Categories may not add up to total due to rounding.

Operations

Our operations used 675,664 MWh of energy, an increase of 1% compared to 2020. Additionally, 52% of our electricity was sourced from renewables.

Operations[20]

	2020	2021	2022	2023
Energy use (MWh)[21, 22]	**668,143**	**640,510**	**637,420**	**675,664**
Operational energy intensity (MWh/$ million of net revenue)[22]	25	23	22	23
Direct energy use in operations[21] (corresponds to Scope 1 emissions) (MWh)[22]	**40,297**	**39,614**	**43,275**	**88,410**
Natural gas (MWh)[23]	36,323	36,885	32,145	37,698
Liquefied natural gas (LNG)	0	0	6,996	45,693
Renewable liquefied natural gas (RLNG) (MWh)	0	0	0	2,514
Diesel/LPG[24]	3,215	1,582	3,552	2,185
Electricity Renewable (generated on site)	759	1,147	581	320
Indirect energy use (corresponds to Scope 2 emissions) (MWh)[25]	**627,846**	**600,896**	**593,532**	**569,909**
Electricity sourced from nonrenewable energy (MWh)	350,947	306,957	287,469	267,820
Electricity sourced from renewable energy (MWh)[25]	**276,127**	**292,772**	**305,136**	**302,089**
Voluntary purchases of renewable energy credits (RECs)	176,458	209,551	218,049	183,428
Voluntary purchases of utility-provided renewable energy[25]	99,669	83,222	87,087	118,661
District heating and Chilled Water	772	1,167	927	0

[20] Some segments do not add up to total due to rounding.

[21] Includes both direct and indirect energy use, which are the source of Scope 1 and Scope 2 emissions respectively.

[22] Data has been rebaselined for 2020 and 2023 due to methodological updates to improve data accuracy.

[23] Data has been rebaselined for 2022 due to methodological updates to improve data accuracy.

[24] Data does not include fuel consumption from HPE's transportation fleet.

[25] Data has been rebaselined for 2020 due to methodological updates to improve data accuracy.

Additional operational metrics

HPE prioritizes additionality when purchasing renewable electricity. Our percentage of renewable electricity coming from unbundled RECs has decreased since 2020, and is now only 1% of total renewable electricity.

Electric power from cogeneration (MWh)[26]	0	0	613	16,417
Renewable electric power from cogeneration (MWh)[27]	0	0	0	927
Electricity sourced from renewables (percentage of total electricity use)[25]	44%	49%	51%	52%
Renewable electricity from unbundled RECs (Kwh)	23,272,939	53,271,403	39,502,595	2,872,726
Renewable electricity from unbundled RECs (%)	8%	18%	13%	1%

[26] Data has been rebaselined from 2020 to 2023 due to methodological updates to improve data quality.

[27] Our cogeneration plant started generating renewable electricity and heat simultaneously as of 2023.

Operations (continued)

HPE is committed to maintaining compliance with global environmental regulations. To the best of our knowledge, HPE incurred no environmental violations resulting in fines over $10,000 over the past three years. To learn more about HPE's approach to Environment, see pages 38-40 of the Living Progress Report.

In 2023, we managed to reach zero ozone depletion in our operations, as we did not use any refrigerants with ozone depletion potential.

Air pollutants

	2020	2021	2022	2023
Nitrous Oxide (NO_x)	73.53	57.99	121.49	95.53
Sulfur Dioxide (SO_2)	23.98	18.83	40.13	31.42
Particulate Matter (PM10)	2.26	1.79	3.63	2.90
Carbonate Oxide (CO)	16.79	13.24	28.57	21.85
Air pollutants total	**116.56**	**91.85**	**193.82**	**151.70**
Volatile Organic Compounds (VOC)	2.30	1.83	3.67	2.95

Operations ozone depletion

	2020	2021	2022	2023
Ozone depletion potential of estimated emissions (kg of CFC-11 equivalent)	0.06	0.0455	0	0
Americas	0.06	0.0455	0	0
Europe, Middle East, and Africa	0	0	0	0
Asia Pacific and Japan	0	0	0	0

Biogenic emissions

	2020	2021	2022	2023
Biogenic emissions[28]	—	—	—	447

[28] Metric tracked as of FY23.

Electricity use by region (MWh)[29]

	2020	2021	2022	2023
Electricity (purchased and on-site generated)	**627,833**	**600,875**	**593,799**	**587,573**
Americas	401,002	397,087	405,976	389,564
Europe, Middle East, and Africa	68,978	53,566	45,385	48,118
Asia Pacific and Japan	157,798	150,222	142,439	149,891
Electricity (sourced from renewable energy)	**276,887**	**293,919**	**305,718**	**303,336**
Americas	185,980	213,998	235,155	234,158
Europe, Middle East, and Africa	35,732	23,876	17,253	14,974
Asia Pacific and Japan	55,174	56,045	53,310	54,203
District cooling and heating (purchased)	**772**	**1,167**	**927**	**0.02**
Americas	0	0	0	0
Europe, Middle East, and Africa	771	1,167	927	0.02
Asia Pacific and Japan	1	0	0	0

[29] Data has been rebaselined from 2020 to 2023 due to methodological updates to improve data accuracy.

Operations (continued)

Our operations withdrew 1,112,368 cubic meters of water in 2023, a decrease of 13% from the previous year. This decrease is partially associated with the closure of select sites.

Water[30]

	2020	2021	2022	2023
Water withdrawal, by region (cubic meters)	**1,368,238**	**1,177,434**	**1,280,674**	**1,112,368**
Americas	919,309	831,914	960,753	743,508
Europe, Middle East, and Africa	169,390	112,278	103,580	116,850
Asia Pacific and Japan	279,538	233,243	216,341	252,011
Water withdrawal, by source (cubic meters)	**1,368,238**	**1,177,434**	**1,280,674**	**1,112,368**
Municipal water	1,323,576	1,149,853	1,223,352	1,017,724
Rainwater	3,236	3,217	4,564	3,935
Tanker water	41,426	24,364	52,758	90,710
Reused treated sewage treatment plant water[31]	**25,931**	**11,832**	**33,071**	**48,471**

[30] Some segments do not add up to total due to rounding.

[31] Water used for landscaping and flushing toilets.

Operations (continued)

In 2023 we diverted 86% of our nonhazardous operational waste from landfill, missing our annual target of 90%. This is primarily due to more team members on-site and the closure of certain locations which had best-practice waste management.

To learn more about HPE's approach to waste calculations, see our Waste Accounting Manual.

To learn more about HPE's approach to Environment, see page 40 of the Living Progress Report.

Waste[32]

	2020	2021	2022	2023
Nonhazardous waste (metric tons)	**8,449**	**6,528**	**5,812.00**	**5,136.00**
Americas	5,411	3,350	3,128.00	2,969.00
Europe, Middle East, and Africa	885	426	190.00	294.00
Asia Pacific and Japan	2,153	1,943	1,824.00	1,873.00
Nonhazardous waste landfill diversion rate (percentage of total produced)	**85%**	**91%**	**89%**	**86%**
Americas	84%	91%	88.00%	82.47%
Europe, Middle East, and Africa	70%	76%	73.00%	71.16%
Asia Pacific and Japan	93%	95%	94%	93%
Nonhazardous waste recycled rate	78%	82%	80%	76%
Americas	83%	89%	86%	79%
Europe, Middle East, and Africa	67%	60%	62%	62%
Asia Pacific and Japan	69%	72%	72%	72%
Nonhazardous waste incinerated (metric tons)	769	704	619	632
Nonhazardous waste incinerated without energy recovery	143	104	110	131.83
Nonhazardous waste incinerated with energy	626	600	509	500
Hazardous waste (metric tons)	**78**	**59**	**56**	**29**
Americas	35	20	26	20
Europe, Middle East, and Africa	2	0.6	0.3	0.5
Asia Pacific and Japan	41	38.3	29.7	8.3

[32] Data has been rebaselined from 2020 and 2023 due to methodological updates to improve data accuracy.

Supply chain environmental impact

Our production suppliers' operational emissions decreased by 16% from 2020 to 2022, primarily due to increased use of clean energy in their operations.

To learn more about HPE's approach to Environment, see pages 34-37 of the Living Progress Report.

Supplier environmental performance[33]

	2020	2021	2022
Suppliers (by spend) who have a sustainability report based on Global Reporting Initiative (GRI) Protocol	**87%**	**95%**	**94%**
Third-party verification of GHG emissions in line with CDP verification	70%	80%	80%
Production supplier GHG emissions[34, 35]			
Production supplier Scope 1 and Scope 2 emissions (metric tons CO_2e)	737,084	753,958	619,281
Production suppliers with science-based Scope 1 and Scope 2 targets[36, 37]	**25%**	**39%**	**31%**
Production suppliers with Scope 1 and 2 targets that track with climate science[37, 38]	9%	19 %	10%
Production suppliers with SBTi-approved targets	16%	20%	21%
Production suppliers committed to set SBTs within two years	**55%**	**41%**	**36%**
Production suppliers stating their commitment to set via CDP report	47%	41%	33%
Production suppliers with commitment to the SBTi to set SBTs	8%	0%	3%
Production supplier water withdrawal			
Production suppliers with water withdrawal or water consumption related goals (% of spend)[39]	48%	56%	75%
Production supplier waste generation[40]			
Production suppliers with waste reduction goals (% of spend)	58%	65%	84%

[33] With the exception of product transport, supplier data is reported as a one-year lag. Therefore, the most recent data available is from 2022.

[34] Emissions are estimated based on suppliers' reported emissions and their dollar volume of HPE business compared to their total revenue. Data collected represented 93% of suppliers and is extrapolated to 100% of first-tier production suppliers.

[35] Data has been rebaselined for 2020 and 2022 due to methodological updates to improve data accuracy.

[36] Targets to reduce GHG emissions are considered "science-based" if they are in line with the latest climate science to limit global warming to well below 2 °C above pre-industrial levels and pursue efforts to limit warming to 1.5 °C. Supplier targets may or may not be approved by the Science Based Target initiative (SBTi), which champions science-based target setting and independently assesses companies' targets. Supplier targets and stated commitments are based upon suppliers' reporting to CDP.

[37] Data has been rebaselined for 2021 due to methodological updates to improve data accuracy.

[38] Represents those suppliers whose emissions are declining below the required trajectory required to maintain emissions reduction in line with climate science.

[39] HPE reviews supplier goal-setting for water and waste based on long-term commitment and measurement from an established baseline.

[40] Waste metrics are estimated based on suppliers reported waste data and their dollar volume of HPE business compared to their total revenue.

Supply chain environmental impact (continued)

In compliance with NSF/ANSI 426-2019 Environmental Leadership and Corporate Social Responsibility Assessment (EPEAT) for Servers, corporate optional criterion 12.5.3 "Environmental Impact of Product Transportation," a summary of results for absolute freight GHG emissions and normalized GHG emissions for each transportation mode.

Estimated total GHG emissions from product transport and distribution (metric tons CO_2e)[41]

Transport mode	Metric tons CO_2e	Tons shipped	Metric tons CO_2e/ metric tons shipped
Surface/Parcel[42]	20,138	110,876	0.18
Ocean	1,481	15,249	0.10
Air	313,951	91,082	3.41

[41] Each of HPE's logistics service providers (LSPs) uses one or more of the following standards, (Smart Freight Center GLEC Framework, US EPA SmartWay, IATA RP 1678, EcoTransIT, or another science-based methodology, including well-to-wheel fuel-based metrics) to collect greenhouse gas emissions data.

[42] Updated name to remain complaint with EPEAT, this data point stands for Road (including rail) transport mode.

Board diversity

Our Board demonstrates a strong commitment to diversity, with 54% of board members identifying with one or more diverse groups. In 2023, 6 board members identified as women and 2 as ethnically diverse. Diversity is a key focus of our director selection process as we aim to ensure the right mix of representation, skills, and experiences that allow for effective oversight of HPE.

To learn more about HPE's approach to Diversity, equity, and inclusion, see pages 47-53 of the Living Progress Report.

Board diversity matrix[43]

	Female	Male	Non-binary	Did not disclose
Part I: Gender identity				
Directors	6	7	0	0
Part II: Ethnic identity				
African American or Black	1	0	0	0
Alaskan Native or Native American	0	0	0	0
Asian	0	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Pacific Islander	0	0	0	0
White	5	6	0	0

[43] As of October 31, 2023.

Employees

At the close of 2023, we employed approximately 62,000[44] people globally. We increased our overall representation of underrepresented[45] minorities by 2.35 percentage points in the U.S. We also increased our female workforce representation by 0.39 percentage points worldwide, by 0.70 percentage points in technical roles, and by 1.87 percentage points in executive roles.

Women now account for 27.71% of our executive population.

HPE supports the freedom of association of our team members, and we comply with all applicable laws. Team members are represented by work councils, unions, or covered by a collective bargaining agreement in about 56% of the countries in which HPE operates. In total, HPE has relationships with 35 unions worldwide, with collective bargaining covering 32% of our workforce. The percent of team members covered by collective bargaining agreements decreased in 2023 from 33% in 2022 due to variation in head count globally and in countries where HPE has collective bargaining agreements.

We support learning and development at every stage of the talent lifecycle. In 2023, team members completed 820,701 learning courses, leading to an average of 12.26 learning hours per team member.[46]

In 2023, our lost time incident rate (LTIR) remained consistent at 0.01 and our recordable incident rate (RIR) increased slightly from 0.05 to 0.07 — remaining below the industry average RIR.

Further information on diversity at HPE, including EEO-1 data, can be found on our ESG Policies web page.

To learn more about HPE's approach to Diversity, equity, and inclusion, see pages 47-53 of the Living Progress Report.

To learn more about HPE's approach to Team member development, engagement, and well-being, see pages 54-57 of the Living Progress Report.

To learn more about HPE's approach to Team member health and safety, see page 58 of the Living Progress Report.

[44] Including employees of HPE subsidiary, CDS, a separate legal entity providing true multivendor service capacity for HPE customers. Workforce-related metrics and percentages disclosed in this report do not include approximately 2,000 CDS employees due to limited ability to track such metrics for CDS employees.

[45] Underrepresented groups are defined as a subset of the population whose representation in a given group is lower than their percentage of the population.

[46] Including mandatory trainings.

Employees (continued)

Employee demographics

Active employees, 2023

	Men	Men (%)	Women	Women (%)	Total[47]
Employees (regular full-time and part-time) by region and gender					
Americas	14,708	68.90%	6,592	30.88%	21,348
Asia Pacific and Japan	16,228	66.00%	8,358	33.99%	24,587
Europe, Middle East, and Africa	9,252	63.90%	5,202	35.93%	14,480
Total	40,188	66.52%	20,152	33.36%	60,415
Employees (regular full-time) by employment type and gender					
Executives	326	74.60%	111	25.40%	437
Directors	1,066	71.64%	420	28.23%	1,488
Managers	3,518	70.93%	1,435	28.93%	4,960
Professionals	33,297	67.97%	15,631	31.91%	48,991
Other	1,847	45.39%	2,221	54.58%	4,069
Technical Staff[48]	18,780	80.74%	4,426	19.03%	23,260
Employees (regular part-time) by employment type and gender					
Executives	0	0.00%	0	0.00%	0
Directors	2	33.33%	4	66.67%	6
Managers	10	43.48%	13	56.52%	23
Professionals	122	29.40%	291	70.12%	415
Other	0	0%	26	100%	26
Technical Staff[48]	91	65.00%	48	34.29%	140
World workforce by age group					
30 and under					17.24%
31-50					57.81%
51 and over					24.91%
Age not listed					0.04%
Employee voluntary turnover					**5.01%**
Employees covered by collective bargaining agreements					**32%**

[47] The total may not equal the sum of the segments because the gender of 47 employees is uncategorized (<0.1%).

[48] Technical Staff mutually inclusive with job levels.

Employees (continued)

The percentage of team members identifying as a person with disability rose due to a self-identification campaign and easier process to ID in 2023. Veterans and Persons with Disability are mutually inclusive of U.S. ethnic team members. Sum of "White" and "All Minorities" may not equal 100% because some individuals opt not to declare U.S. ethnicity.

Employee diversity

Regular, active employees

	2021[49]	2022[50]	2023[51]
Women employees (% of total)	**32.66%**	**32.97%**	**33.36%**
Americas	30.47%	30.51%	30.88%
Asia Pacific and Japan	32.97%	33.56%	33.99%
Europe, Middle East, and Africa	35.36%	35.66%	35.93%
Women managers (% of total management workforce)	**26.90%**	**27.83%**	**28.68%**
Americas	28.44%	29.44%	30.29%
Asia Pacific and Japan	22.47%	22.61%	22.95%
Europe, Middle East, and Africa	29.08%	30.88%	32.40%
Senior ranking positions held by women (Director level and above) (% of total top management positions)	**24.34%**	**25.84%**	**27.71%**
Americas	26.59%	28.72%	29.94%
Asia Pacific and Japan	18.00%	18.94%	19.42%
Europe, Middle East, and Africa	21.77%	21.86%	26.54%
U.S. Employees,[52] by ethnicity (% of total)			
White	57.55%	57.27%	56.24%
Not specified/unknown	11.66%	10.67%	9.35%
All minorities	30.79%	32.06%	34.41%
Black/African American	4.85%	5.13%	4.84%
Hispanic/Latinx	5.77%	6.13%	6.55%
Asian	17.93%	18.39%	20.25%
Native American/Indigenous	0.34%	0.30%	0.31%
Multiracial	1.78%	1.99%	2.34%
Pacific Islander/Native Hawaiian	0.13%	0.12%	0.12%
Veterans	4.70%	4.89%	3.45%
Person with disability	0.86%	1.08%	8.89%

[49] Regular Active Workforce restated — plus 513 Acquired Regular Active workers in 2021 (448 SilverPeak; 12 CloudPhysics; 30 Determined AI; 23 Ampool)

[50] Regular Active Workforce restated — plus 420 Acquired Regular Active workers in 2022 (420 Zerto)

[51] Regular Active Workforce restated — plus 533 Acquired Regular Active workers in 2023 (321 OpsRamp, 100 Axis Security, 94 Athonet, 29 Potsdam, 9 TidalScale)

Employee diversity (continued)

Regular, active employees

	2021	2022	2023
U.S. senior ranking positions, by ethnicity[52] (Director level and above) (% of total top management positions)			
White	60.02%	59.20%	58.73%
Not specified/unknown	14.26%	12.23%	11.47%
All minorities	25.72%	28.57%	29.79%
Black/African American	2.98%	3.30%	3.34%
Hispanic/Latinx	4.29%	4.38%	5.14%
Asian	16.96%	19.55%	19.86%
Native American/Indigenous	0.47%	0.45%	0.43%
Multiracial	0.93%	0.80%	0.94%
Pacific Islander/Native Hawaiian	0.09%	0.09%	0.09%
Veterans	3.17%	3.04%	2.91%
Person with disability	0.65%	0.80%	8.13%

[52] Veterans and Persons with Disability are mutually inclusive of U.S. ethnic team members. Sum of "White" and "All Minorities" may not equal 100% because some people opt not to declare U.S. ethnicity.

Employee diversity (continued)

Regular, active employees

	2021	2022	2023
Global new hires, by gender[53] (% of total)			
Female	38.77%	34.69%	34.84%
Male	61.13%	65.11%	64.95%
U.S. new hires, by ethnicity (% of total)			
White	48.62%	51.34%	47.44%
Not specified/unknown	5.48%	4.25%	4.15%
All minorities	45.91%	44.41%	48.41%
Black/African American	6.52%	8.23%	6.04%
Hispanic/Latinx	6.40%	8.17%	8.24%
Asian	29.60%	24.35%	30.69%
Native American/Indigenous	0.49%	0.05%	0.26%
Multiracial	2.77%	3.49%	3.18%
Pacific Islander/Native Hawaiian	0.12%	0.11%	0%
Veterans	3.69%	6.99%	6.10%
Person with disability	1.78%	2.26%	9.28%
U.S. Executives (% of total)			
White	62.33%	61.56%	60.19%
Not specified/unknown	11.33%	8.47%	8.78%
All minorities	26.33%	29.97%	31.03%
Black/African American	2.67%	3.26%	3.76%
Hispanic/Latinx	4.33%	3.91%	4.39%
Asian	18.33%	22.15%	22.57%
Native American/Indigenous	0%	0%	0%
Multiracial	1.00%	0.65%	0.31%
Pacific Islander/Native Hawaiian	0%	0%	0%
Veterans	4.33%	3.91%	4.39%
Person with disability	0.67%	0.33%	8.78%

[53] The total may not equal the sum of the segments because the gender of individuals who did not declare were not included in the analysis, nor placed into a default classification.

Employee diversity (continued)

Regular, active employees

	2021	2022	2023
U.S. Directors (% of total)			
White	59.12%	58.30%	58.19%
Not specified/unknown	15.39%	13.65%	12.49%
All minorities	25.49%	28.04%	29.33%
Black/African American	3.10%	3.32%	3.18%
Hispanic/Latinx	4.27%	4.55%	5.42%
Asian	16.43%	18.57%	18.85%
Native American/Indigenous	0.65%	0.62%	0.59%
Multiracial	0.91%	0.86%	1.18%
Pacific Islander/Native Hawaiian	0.13%	0.12%	0.12%
Veterans	2.72%	2.71%	2.36%
Person with disability	0.65%	0.98%	7.89%
U.S. Managers (% of total)			
White	59.94%	59.23%	58.10%
Not specified/unknown	13.67%	13.25%	11.43%
All minorities	26.38%	27.52%	30.47%
Black/African American	4.21%	3.57%	3.32%
Hispanic/Latinx	5.18%	6.11%	5.82%
Asian	15.47%	16.13%	18.91%
Native American/Indigenous	0.14%	0.14%	0.14%
Multiracial	1.38%	1.58%	2.22%
Pacific Islander/Native Hawaiian	0%	0%	0.07%
Veterans	5.46%	5.08%	3.74%
Person with disability	0.62%	0.89%	10.04%

Employee diversity (continued)

Regular, active employees

	2021	2022	2023
U.S. professionals (% of total)			
White	56.91%	56.55%	55.27%
Not specified/unknown	11.19%	10.30%	9.06%
All minorities	31.89%	33.15%	35.67%
Black/African American	4.98%	5.36%	5.09%
Hispanic/Latinx	5.71%	6.11%	6.55%
Asian	18.86%	19.12%	21.11%
Native American/Indigenous	0.32%	0.28%	0.29%
Multiracial	1.86%	2.15%	2.50%
Pacific Islander/Native Hawaiian	0.15%	0.14%	0.14%
Veterans	4.81%	5.09%	3.53%
Person with disability	0.89%	1.09%	8.68%
U.S. technical staff (% of total)			
White	51.08%	50.77%	49.42%
Not specified/unknown	14.13%	13.25%	11.42%
All minorities	34.78%	35.98%	39.16%
Black/African American	2.66%	2.96%	2.90%
Hispanic/Latinx	4.58%	4.56%	4.82%
Asian	25.65%	26.33%	28.93%
Native American/Indigenous	0.19%	0.20%	0.22%
Multiracial	1.61%	1.83%	2.19%
Pacific Islander/Native Hawaiian	0.08%	0.09%	0.09%
Veterans	4.57%	4.82%	3.50%
Person with disability	0.81%	1.12%	8.33%

Talent lifecycle metrics[54]

	Men	Men (%)	Women	Women (%)	Total
Hiring regular, total, 2023[55]					
U.S. employees (% of total)	**1,127**	**73.13%**	**407**	**26.41%**	**1,541**
White	568	36.86%	162	10.51%	731
Not specified/unknown	47	3.05%	11	0.71%	64
All minorities	512	33.23%	234	15.81%	746
Black/African American	57	3.70%	36	2.34%	93
Hispanic/Latinx	89	5.78%	38	2.47%	127
Asian	324	21.03%	149	9.67%	473
Native American/Indigenous	3	0.19%	1	0.06%	4
Multiracial	39	2.53%	10	0.65%	49
Pacific Islander/Native Hawaiian	0	0%	0	0%	0
Veterans	86	5.58%	8	0.52%	94
Person with disability	96	6.23%	47	3.05%	143
Promotion rate, total, 2023[56]					
U.S. employees (% of total)	851	7.83%	420	10.26%	1,272
White	461	7.36%	212	9.78%	674
Not specified/unknown	100	9.21%	31	10.88%	131
All minorities	290	8.25%	177	10.79%	467
Black/African American	39	8.42%	33	12.55%	72
Hispanic/Latinx	66	10.14%	49	14.76%	115
Asian	159	7.54%	82	8.86%	241
Native American/Indigenous	1	3.33%	0	0.00%	1
Multiracial	24	9.60%	13	13.27%	37
Pacific Islander/Native Hawaiian	1	7.69%	0	0.00%	1
Veterans	20	4.27%	10	20.83%	30
Person with disability	56	6.06%	53	13.15%	110

[54] Veterans and Persons with disability are mutually inclusive of U.S. ethnic team members. Sum of "White" and "All minorities" may not equal 100% due to a small number of team members who do not declare U.S. ethnicity.

[55] Inclusive of Regular Active, Inactive, Terminated Workers with hiring date within respective year excluding Acquisitions.

[56] Inclusive of Regular Active Workers at the time of promotion, regardless of status at the end of the year (Active, Inactive, Terminated).

Talent lifecycle metrics (continued)

	Men	Men (%)	Women	Women (%)	Total
U.S. attrition rate, active, 2023[57]					
U.S. employees (% of total)	**490**	**4.25%**	**188**	**4.35%**	**679**
White	290	4.31%	99	4.27%	389
Not specified/unknown	51	4.32%	10	3.21%	62
All minorities	149	4.12%	79	4.67%	228
Black/African American	27	5.20%	15	5.25%	42
Hispanic/Latinx	16	2.39%	10	2.94%	26
Asian	89	4.19%	48	5.11%	137
Native American/Indigenous	0	0%	1	5.41%	1
Multiracial	17	6.62%	5	4.96%	22
Pacific Islander/Native Hawaiian	0	0%	0	0%	0
Veterans	16	3.34%	1	1.99%	17
Person with disability	29	2.97%	18	4.15%	47

[57] Attrition rate measures the quantity of employees that have left HPE voluntarily within a respective fiscal-year as a percentage of HPE's regular active population.

Health and safety

	2021	2022	2023
Lost workday case rate[58] (number)	**0.01**	**0.01**	**0.02**
Americas	0.02	0.03	0.03
Europe, Middle East, and Africa	0.02	0.02	0.01
Asia Pacific and Japan	0.01	0	0.02
Recordable incidence rate[59] (number)	**0.04**	**0.05**	**0.07**
Americas	0.07	0.08	0.15
Europe, Middle East, and Africa	0.03	0.05	0.05
Asia Pacific and Japan	0.03	0.01	0.02
Leading causes of lost workdays (percentage)[60]			
Slips, trips, and falls	67%	44%	36%
Struck by/against/cut by	11%	33%	9%
Caught in/between	0%	0%	0%
Ergonomics: office environment	0%	0%	0%
Ergonomics: materials handling	11%	0%	18%
Automobile accidents	11%	0%	18%
Overexertion	0%	11%	0%
Other[61]	0%	11%	18%
Leading causes of all recordable incidents (percentage)			
Slips, trips, and falls	37%	29%	32%
Struck by/against/cut by	44%	35%	20%
Ergonomics: materials handling	4%	15%	18%
Ergonomics: office environment	4%	4%	5%
Automobile accidents	0%	4%	14%
Caught in/between	11%	0%	0%
Overexertion	7%	7%	0%
Other[62]	0%	11%	11%

[58] Lost workday case rate is the number of work-related injuries that result in time away from work per 100 employees working a full year. Rates are calculated using Occupational Safety and Health Administration (OSHA) definitions for recordability around the world and using OSHA calculation methodologies.

[59] Recordable incidence rate is the number of all work-related lost-time and no-lost-time cases requiring more than first aid per 100 employees working a full year. Rates are calculated using OSHA definitions for recordability around the world and using OSHA calculation methodologies.

[60] Some years may not add up to 100% due to rounding.

[61] "Other" category includes lost workdays cases, including those related to stress, exertion not related to materials handling, manufacturing ergonomics, and assault.

[62] "Other" category includes recordable incident cases, including those related to stress, nonchemical burns, manufacturing ergonomics, exertion not related to materials handling, and assault.

Employees (continued)

ISO certifications

	2022	2023
Percent of manufacturing sites certified to ISO 14001	100%	100%
Percent of manufacturing sites certified to ISO 45001	100%	100%
Number of global sales sites and headquarters certified to ISO 14001	12	14
Number of global sales sites and headquarters certified to ISO 45001	5	8
Percent of global sales sites and headquarters certified by ISO 14001 and/or ISO 45001	7%	6%
Percent of supplier facilities certified to ISO 45001/OHAS 18001[63]	48%	83%

[63] Based on RBA supplier self-assessment.

Community investment

HPE provided over $22.9 million in philanthropic contributions in 2023, including cash and product donations and employee volunteering, an increase of 66% compared to 2022, primarily because of an increase in product donations and team members' volunteering. Contributions to HPE Gives, our community investment platform, increased by 5% in 2023 compared to 2022. In total, nearly 7,978 team members contributed more than 162,472.8 volunteer hours throughout the year. Participation increased by nearly 50% compared to 2022 as we successfully engaged more team members in volunteering activities.

In 2023, we achieved our goal for 45% of team member volunteering to be skills-based. We plan to maintain this goal for 2024.

To learn more about HPE's approach to Community investment, see pages 44-46 of the Living Progress Report.

Social impact

	2021	2022	2023
Social investment ($ million)[64]	**$12.06**	**$13.73**	**$22.9**
Cash	$7.5	$8.97	$13.2
Product donations[65]	$0.45	$0.00	$3.6
Volunteering[66]	$4.09	$4.76	$6.1
Number of team members who took part in volunteering activities	**3,222**	**5,363**	**7,978**
Number of hours of volunteer time	98,450	129,090	162,473
% of volunteer time that was skills-based	53%	45%	45%
Team member participation in HPE Gives (number of team members)[67]	**8,254**	**11,310**	**14,821**
Contributions to HPE Gives ($ million)	**$8.4**	**$9.92**	**$10.47**
Team member contributions	$4.3	$4.13	$4.39
HPE Foundation matching	$3.6	$3.88	$4.50
Volunteer rewards redeemed	$0.5	$0.88	$1.58
Team member Directed Grants[68]	$0	$0.00	$0.20
Disaster relief matching campaigns	$0.44	$1.03	$1.15
Disaster relief[69] ($ million)			**$1.1**
Support for the people of Ukraine			$0.07
Local support for Ukrainian refugees			$0.05
Rescue and recovery efforts in Turkey and Syria			$0.32
Turkey earthquake			$0.41
Support Maui after devastating fires			$0.07
Support Greece, Morocco, and Libya			$0.02
Support for victims of the 10/7 attack on Israel			$0.20

[64] Social investments include all grants made to nonprofit organizations from HPE and the HPE Foundation, plus the valuation of employee volunteer hours. Data excludes contributions to the HPE Foundation and employee donations but includes HPE's matching contributions and contributions from the HPE Foundation to other organizations. Some segments do not add up to total due to rounding.

[65] Product donations are valued at the internet list price. This is the price a customer would have paid to purchase the equipment through HPE direct sales channels on the internet at the time the grant was processed.

[66] Hourly rate based on type of volunteering: $195/hour for pro-bono (Taproot), $27.20/hour for all other volunteering (Independent Sector).

[67] Number of employees who have donated, requested a match, tracked volunteer hours, or redeemed volunteer rewards via the HPE Gives platform.

[68] Community Impact Grants were not active in 2022 but were relaunched in 2023.

[69] Disaster relief support includes monetary donations from our team members and monetary and product donations from HPE.

Supplier diversity

We spent $258 million[70] with small enterprises and businesses owned by diverse groups such as women, minorities, and veterans, surpassing our annual goal of directing 8% of U.S. spend to diverse suppliers.

To learn more about HPE's approach to Supplier diversity, see page 53 of the Living Progress Report.

Supplier diversity[71]

	2023
HPE's spend with U.S. diverse suppliers ($ million)	$255
Small businesses	$172
Minority-owned businesses	$172
Women-owned businesses	$58
Veteran-owned businesses, disabled-owned businesses, HUBZone businesses, LGBTQ-owned businesses, and others	$17
Total amount spent by HPE on diverse suppliers ($ million)	$258

[70] Data reflects fiscal year 2023.

[71] Sections are mutually inclusive and do not add up to total.

Ethics

In 2023, ethics allegations and inquiries increased by 18% from the previous year. Most of the reported issues involved labor law and reporting. To remediate these issues, we distributed targeted communications and updated our SBC training to address these subjects.

To learn more about HPE's approach to Corporate governance and ethical behavior, see pages 60-67 of the Living Progress Report.

Corporate ethics highlights

	2023
Percentage of active employees who completed annual Standards of Business Conduct training[72]	99.9%
Number of anti-corruption audits[73]	12

[72] 2023 SBC training includes four modules scheduled throughout the year.

[73] Includes internal and external audits.

[74] Some segments do not add up to total due to rounding.

[75] The anti-corruption category is broadly defined and includes allegations of commercial bribery, kickbacks, and certain Global Business Amenities Policy violations, as well as alleged corruption related to foreign public officials.

Ethics incidents reported

Items reported to HPE global Standards of Business Conduct team or other compliance functions:[74]	2023
Labor law/HR	41.7%
Misuse of assets	12.1%
Reporting	15.9%
Conflicts of interest	14.4%
Anti-corruption[75]	3%
Confidentiality	3.8%
Workplace/security	1.5%
Fraud	3%
Competition	0%
Theft	1.5%
Failure to make ethical decisions	2.3%
Brand protection/channel	0%
Failure to cooperate with SBC investigation	0.8%

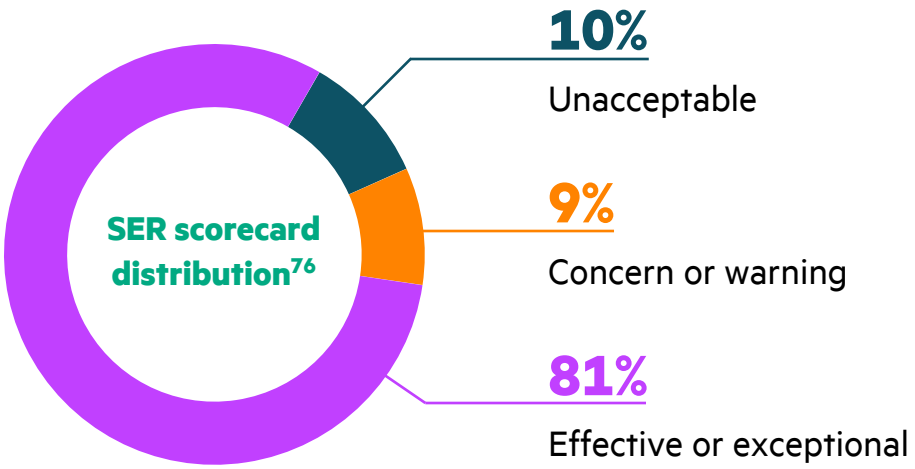
Supply chain responsibility

Supplier Social and Environmental Responsibility (SER) performance is factored into our procurement decisions through our supplier business scorecard. Throughout the year, we evaluate our suppliers on their SER management systems, labor, responsible sourcing of minerals, materials compliance, and environmental programs, among other topic areas.

We work directly with our suppliers to rate their SER programs through our audit assurance program. These evaluations are shared with both HPE and supplier partner leadership. HPE sourcing teams communicate performance to suppliers through SER scorecards during quarterly business reviews. Through these engagements, suppliers create corrective action plans (CAPs) that include timelines and a person accountable for driving each improvement needed and share these CAPs with HPE for approval. In the last few years, we have worked to continually improve the criteria against which we evaluate our suppliers, such as advancing our Migrant Worker Standard, which is now also applicable to domestic migrant workers, and detailing our requirement for suppliers to provide effective remediation for child labor and forced labor. We continue to work directly with our suppliers to keep or move them into the effective or exceptional category, with 81% of our suppliers in this category.

Supply chain responsibility dashboard

We reached an estimated 186,420 workers through our supply chain audit assurance and improvement program, working with our suppliers to elevate working conditions and create a positive impact on worker well-being. We have expanded the reach of our supply chain responsibility programs to extend to new partners, including those providing indirect products and services, and aiming to reach deeper tiers. Our increase in reach is also the result of our prioritization of worker voice and engagement, especially in encouraging in-person engagement and supplier management engagement with their workers. Worker engagement is tied to two of our three social goals.



[76] Distribution includes final assembly, contract manufacturers, original equipment manufacturers, and strategic commodity supplier sites within HPE's top 95% of supplier spend.

Supply chain responsibility dashboard (continued)

Workers reached

	2023
Workers reached by our supply chain responsibility program	186,420
Workers consulted through RBA Voices and in-person through specialty assessments commissioned by HPE (in addition to worker interviews during audits)[77]	1,094
Women workers	95,502
Women supervisors/managers	4,893

Forced labor risk indicators

	2023
Foreign migrant workers in our supply chain	2,220
Top 3 nationalities of foreign migrant workers	Filipino, Vietnamese, Malaysian
Facilities that provide worker accommodation	59
Percentage of workers reimbursed for recruitment fees identified	100%
Cumulative total of reimbursement fees to workers (since 2020)[78]	$1,899,816
Suppliers that demonstrate their commitment to the Employer Pays Principle[79]	34
Suppliers that train their workers on human rights[79]	29
Suppliers that have effective grievance processes[79]	34

Program impact

	2023
Corrective Action Plans (CAPs) reviewed by HPE[80]	100%
CAPs approved, including full incorporation of HPE's requested improvements	97%

[77] In 2023, we continued engaging supplier workers through RBA voices surveys on job satisfaction, and one to one conversations.

[78] Fee calculations exclude instances of non-conformances with low ratings (e.g., insignificant amount of medical fees).

[79] Suppliers are defined as those accounting for 98% of spend.

[80] In some instances, CAPs may be approved by recognized third-party reviewers such as the RBA Audit Quality Manager. HPE requires CAPs to address all non-conformances identified through third-party assessments or other monitoring. HPE provides feedback to suppliers, highlighting improvements needed before HPE will approve their CAP.

Social key performance indicators

	2023
Suppliers' employees working less than 60 hours per week on average[81] (percentage)	99%
Suppliers' employees receiving at least one day of rest each seven-day work week (percentage)	99%
Suppliers in China with student workers representing 20% or less of total employees (percentage)	100%
Critical findings related to the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association; freedom from forced, bonded, or indentured labor; from child labor; or from discrimination	0
Critical findings related to occupational safety, emergency preparedness, or industrial hygiene	0
Critical findings related to disclosure of information	0
SER audits and assessments conducted (cumulative)[82]	**742**
Total audits (cumulative)	674
Full audits (cumulative)	406
Follow-up audits (cumulative)	268
Assessments and allegation investigations (cumulative)	68
Number of suppliers audited (total, cumulative)	**321**
Number of supplier facilities audited (total, cumulative)	**587**

[81] Based on workers at final assembly, and selected commodity sites participating in the HPE KPI program and audit results. Suppliers are included in the KPI program based on business risk, country risk, and identified non-conformances.

[82] Cumulative figures reflect totals from 2017 to 2023.

Performance monitoring

127 assessments were conducted for suppliers' facilities (all on-site and only 1 remote audit — including 17 specialized assessments and investigations) in 2023. We recognize that risk is higher deeper in our supply chain and, as such, 16% of suppliers' facilities in our supply chain responsibility program are beyond tier 1.

When a major non-conformance is identified, suppliers are required to implement a corrective action plan, which is verified with a follow-up audit. In cases where a critical issue is uncovered, we require stronger engagement with HPE including additional monitoring and support, and we downgrade the supplier on our SER scorecard.

We require suppliers with priority non-conformance issues in working hours to join our Key Performance Indicators (KPI) program, where we monitor their working hours data on a monthly basis and engage further to build capability where needed. We work with suppliers to ensure they understand how to effectively monitor working hours, explain any breaches of working hours limits, and proactively check to prevent excessive overtime.

SER audits and assessments conducted by region[83]

	Greater China	Asia Pacific	Americas	Europe
Onboarding assessments for new suppliers	0	13	0	1
Vulnerable worker group (student and foreign worker) assessments	0	0	0	0
Allegation investigations	0	0	0	0
Worker interview consultation	0	0	0	0
Specialized assessments	0	3	0	0
Full audits: complete appraisal of the five sections of the HPE Supplier Code of Conduct, covering labor, health and safety, the environment, ethics, and management systems	38	24	8	0
Follow-up audits: to address any major non-conformances found in an earlier full audit	33	5	2	0

Major non-conformances by section of HPE supplier code of conduct[84]

	Number	Percentage of total	Workers impacted[85]
Health and safety	121	36%	133,598
Labor	141	42%	187,984
Environmental	25	7%	50,309
Management systems	47	14%	45,920
Ethics	0	0%	0

[83] Data reflects fiscal year 2023 audit reports received as of January 31, 2024.

[84] Data excludes minor non-conformances that do not indicate a systemic problem but typically represent an isolated finding. Data is from full audits; data from assessments is not included. Each provision of the RBA audit protocol includes a number of audit questions, each with a potential for no finding, minor non-conformance, major non-conformance, or priority non-conformance. HPE identifies the most significant non-conformance found in each provision and aggregates the major and priority non-conformances across all audits to determine the distribution of major and priority non-conformances by RBA category.

[85] Calculated as number of workers at sites that had issues in each category. Each worker may not have been directly impacted by the issue.

Health and safety

Health and safety findings represented 36% of all major non-conformances.

Emergency preparedness

Non-conformances related to emergency preparedness were specific to non-effective emergency exits. We continue to work with suppliers closely to develop management systems that periodically identify non-conformances proactively and remediate existing findings as well. Suppliers were required to immediately contain the health and safety risk, share their corrective action plan for HPE approval, correct practices or installations within three months, and report on progress with evidence.

Occupational safety

Non-conformances with respect to occupational safety are related to facility permits or licenses not obtained or renewed on time. We continue to support suppliers so they can better understand and comply with the requirements.

Sanitation, food, and housing

Non-conformances related to sanitation, food, and housing primarily consisted of clean, safe, and well-maintained dormitories, bathrooms, and employee spaces.

Suppliers were required to complete corrective actions for identified issues, highlighting our minimum acceptable requirements in this regard according to RBA's and HPE's supplier code of conduct.

We continue to train suppliers on this topic, via email communications and one-to-one follow-ups.

Health and safety, global

Rates of major non-conformances of sites audited (%)

	Percentage of total
Occupational safety	54%
Emergency preparedness	57%
Occupational injury and illness	13%
Industrial hygiene	3%
Physically demanding work	0%
Machine safeguarding	9%
Food, sanitation, and housing	10%
Health and safety communication	7%
Policies and procedures	20%

Health and safety, regional

Major non-conformances of sites audited

	Greater China	Asia Pacific	Americas	Europe
Occupational safety	22	10	6	0
Emergency preparedness	22	10	8	0
Occupational injury and illness	5	3	1	0
Industrial hygiene	1	0	1	0
Physically demanding work	0	0	0	0
Machine safeguarding	5	0	1	0
Food, sanitation, and housing	5	2	0	0
Health and safety communication	3	1	1	0
Policies and procedures	10	4	0	0

Labor

Labor-related findings represented 42% of all major non-conformances. Forced labor continues to be a priority concern for HPE, primarily at deeper tiers of our supply chain. Into 2024, we are responding to this risk by continuing to build out our forced labor prevention work, including expanding the reach of our forced labor training to additional suppliers, exploring partnerships with additional non-profits around the world that focus on addressing modern slavery and have joined the RLI Steering Committee. In 2023, working hours and wages continue to be key findings. Increases in 2023 may be due to post-pandemic increase in production volume.

Working hours

The most frequent non-conformance was associated with exceeding the 60-hour weekly threshold.

We continue to work with suppliers to raise standards by:

- Offering solutions to prevent this non-conformance.
- Continuing to monitor top offender facilities on a monthly and sometimes a weekly basis, to proactively prevent noncompliant trends in a timely manner.

Wages and benefits

Wage-related non-conformances occurred primarily in Asia Pacific. The most common issue concerned worker insurance deductions not calculated correctly and not submitted to the government agency within the local law time frame. We continue to work with suppliers and peers to better understand the root cause of these issues and a process to fix them and sustain compliance.

Freely chosen employment management systems

Non-conformances related to freely chosen employment primarily consisted of minimal medical exam fees being charged to workers during onboarding.

Suppliers were required to reimburse all workers completely and develop policies and controls in the HR department and their medical service suppliers to stop charging workers for medical tests.

We continued to undertake stringent due diligence within our supply chain to uncover risks — including through heightened due diligence against our Migrant Worker Standard.

When we find a case of recruitment fees, we work closely with the relevant supplier to remediate the issue, engage workers throughout the process, and strengthen management systems to guard against reoccurrence. We require follow-up assessments using third-party auditors to validate that all corrective actions are completed.

When a critical finding is reported at a supplier facility, the supplier receives a significant penalty in our SER scorecard, potentially affecting the extent of their future business with HPE (if not addressed in a timely and effective manner). We take all critical findings very seriously and believe our ability to uncover and remediate these issues demonstrates that our approach is working.

See our Modern Slavery Transparency Statement for further information.

Labor, global

Rates of major non-conformances of sites audited (%)

	Percentage of total
Freely chosen employment management systems	19%
Young worker protection management systems	4%
Working hours	93%
Wages and benefits	40%
Humane treatment	1%
Nondiscrimination management systems	3%
Freedom of association	1%
Policies and procedures	40%

Labor, regional

Major non-conformances of sites audited

	Greater China	Asia Pacific	Americas	Europe
Freely chosen employment management systems	4	7	2	0
Young worker protection management systems	1	1	1	0
Working hours	53	10	2	0
Wages and benefits	23	3	2	0
Humane treatment	0	1	0	0
Nondiscrimination management systems	0	1	1	0
Freedom of association	0	1	0	0
Policies and procedures	19	8	1	0

Environmental findings represented 7% of all major non-conformances. To learn more about HPE's approach to the Environment, see pages 34-37 of the Living Progress Report.

Hazardous substances

The majority of non-conformances were related to the improper categorization, labeling, and storage of various substances, along with the use of non-approved vendors. We have worked with suppliers to put a corrective action plan in place to fix and prevent these cases in the future.

Environmental, global

Rates of major non-conformances of sites audited (%)

	Percentage of total
Environmental permits and reporting	4%
Pollution prevention and resource reduction	1%
Hazardous substances	11%
Wastewater and solid waste	4%
Air emissions	6%
Materials restrictions	0%
Storm water management	0%
Energy consumption and GHG emissions	0%
Policies and procedures	9%

Environmental, regional

Major non-conformances of sites audited

	Greater China	Asia Pacific	Americas	Europe
Environmental permits and reporting	1	0	2	0
Pollution prevention and resource reduction	0	1	0	0
Hazardous substances	6	1	1	0
Wastewater and solid waste	1	2	0	0
Air emissions	3	0	1	0
Materials restrictions	0	0	0	0
Storm water management	0	0	0	0
Energy consumption and GHG emissions	0	0	0	0
Policies and procedures	4	2	0	0

Management systems

Findings related to management systems represented 14% of all major non-conformances.

The majority of the non-conformances were associated with insufficient internal audits and assessments done by suppliers to their own sites to proactively detect and correct issues in any of the areas of the code. We continue to provide guidance to suppliers on how to develop this within their companies.

Management systems, global

Rates of major non-conformances of sites audited (%)

	Percentage of total
Company commitment	0%
Management commitment and accountability	9%
Legal and customer requirements	7%
Risk assessment and risk management	7%
Improvement objectives	0%
Training	4%
Communication	0%
Worker feedback and participation	0%
Audits and assessments	10%
Corrective action process	4%
Documentation and records	0%
Supplier responsibility	26%

Management systems, regional

Major non-conformances of sites audited

	Greater China	Asia Pacific	Americas	Europe
Company commitment	0	0	0	0
Management commitment and accountability	2	2	2	0
Legal and customer requirements	2	1	2	0
Risk assessment and risk management	0	3	2	0
Improvement objectives	0	0	0	0
Training	0	3	0	0
Communication	0	0	0	0
Worker feedback and participation	0	0	0	0
Audits and assessments	0	3	4	0
Corrective action process	0	3	0	0
Documentation and records	0	0	0	0
Supplier responsibility	11	3	4	0

Ethics

Ethics-related findings represented 0% of all major non-conformances.

Ethics, global

Rates of major non-conformances of sites audited (%)

	Percentage of total
Business integrity	0%
No improper advantage	0%
Disclosure of information	0%
Intellectual property	0%
Fair business, advertising, and competition	0%
Protection of identity and nonretaliation	0%
Privacy	0%
Responsible sourcing of minerals	0%
Policies and procedures	0%

Ethics, regional

Major non-conformances of sites audited

	Greater China	Asia Pacific	Americas	Europe
Business integrity	0	0	0	0
No improper advantage	0	0	0	0
Disclosure of information	0	0	0	0
Intellectual property	0	0	0	0
Fair business, advertising, and competition	0	0	0	0
Protection of identity and nonretaliation	0	0	0	0
Privacy	0	0	0	0
Responsible sourcing of minerals	0	0	0	0
Policies and procedures	0	0	0	0

Responsible sourcing of minerals

As part of our broadened approach, we report on cobalt as a mineral of concern in our supply chain alongside the 3TG metals — tin, tantalum, tungsten, and gold — that have long been associated with CAHRAs such as the Democratic Republic of Congo (DRC) and adjoining countries.

HPE conducted due diligence by surveying suppliers between January 1, 2023, and December 31, 2023, to identify smelters and refiners in our supply chain in preparation for our 2023 Conflict Minerals Report. The surveyed suppliers contributed material, components, or manufacturing to products containing 3TG metals or cobalt. Responses covered 98% spend for 3TG and included a 100% response rate for cobalt suppliers. We will continue to engage suppliers to undergo the Responsible Minerals Assurance Process (RMAP) to ensure their conformance to an industry-standard certification program moving forward.

To learn more about HPE's approach to Ethical sourcing, see pages 75-76 of the Living Progress Report.

Progress toward DRC conflict free

	Total number[86]	Progress toward DRC conflict free (number)[87]	Percentage
Tin	83	83	100%
Tantalum	34	34	100%
Tungsten	37	37	100%
Gold	144	142	99%
Total	298	296	99%

Status of all supplier-reported 3TG smelters and refiners[88]

	Number or percentage (see individual data points)
Conformant[89]	218
Conformant (percentage of total smelters)	73%
Active[90]	5
Active (percentage of total smelters)	2%
Non conformant or not yet participating[91]	75
Non conformant or not yet participating (percentage of total smelters)	25%
Total	99%

[86] Number of 3TG smelters and refiners by metal reported to HPE.

[87] Number of 3TG smelters and refiners by metal reported to HPE that were either conformant with RMAP or in the process of becoming conformant, and/or that we reasonably believe exclusively source conflict minerals from recycled or scrap sources or from outside of the covered countries (as of March 31, 2024).

[88] Includes recyclers and scrap processors in the 3TG supply chain.

[89] Smelters and refiners conformant with the RMAP assessment program, out of total number of smelters.

[90] Active includes facilities that are currently engaged in an RMAP assessment or Corrective Action Program but have not yet become Conformant to the standard.

[91] Non conformant includes facilities that have not passed an RMAP assessment and program requirements. Not yet participating refers to smelters and refiners that have yet to engage with RMI or confirm participation in the RMAP program.

Human rights

Auditing our own operations

Our own manufacturing sites are in scope for our supply chain responsibility program. We conduct self-assessments every year for all of our sites to monitor risk. In 2023, we commissioned an initial and closure audit of our only non-U.S. site. At that site, we outsource production to a supplier, so we partnered with them and our internal EHS teams to prepare for and support the RBA audit. In consequence, we worked together on their corrective action plans to close out the non-conformances. These audits are not included in the supply chain figures on the preceding pages of the 2023 Data Summary.

Responsible use of technology

In addition to supply chain assessments, HPE assesses human rights risk across our operations and sales value chain. We document human rights impact assessments (HRIAs) for the responsible use of our technology, including tracking location, rights at risk, mitigation, and outcomes. These preventative assessments are in response to our risk-sensing due diligence. We assess specific opportunities across our business, such as sales opportunities flagged for high potential human rights risk, technology partners bringing artificial intelligence (AI) into our solutions, and changes in the operating context. The following table summarizes number of assessments by type — which are in addition to assessments in our supply chain.

Our actions to mitigate risk are always tailored to the specific risks and context of a given opportunity. We consider what actions may be most effective, as well as what is appropriate and relevant. We aim to develop a more robust understanding of what works as we assess human rights risks, implement mitigation actions, and reconnect with internal and external partners to track effectiveness.

Responding to inquiries

We receive queries through a variety of grievance channels including our human resources lines, open door policy, ethics and compliance inbox, investor relations inbox, the RBA grievance mechanism, our third-party hotline, the Sustainability Contact Center, and direct to our human rights team. These inquiries are in addition to — not inclusive of — supply chain queries that regard human rights.

Human rights inquiries

Party who raised the Inquiry	2023
Employee	2
Customer or sales partner	547
NGO, media, other	1
Investor	7
Total	**557**

In 2023, there was an increase in human rights inquiries by 143 cases compared with 2022. This was caused by the continued interest in human rights by stakeholders.

In 2023, we focused on reviewing and improving our internal alerts and processes for identifying and assessing opportunities with high risk. We continue to build our external communication channels and strengthen our internal grievance processes in 2023.

This is our third year reporting on number of human rights assessments conducted, by type. Data on human rights assessments in our supply chain are reported separately.

100% of HPE colleagues and partners agreed to our recommended mitigation actions including the implementation of safeguards. We track HRIAs of all opportunities flagged to our team for potential risk of contribution to a human rights violation, including in sales, acquisitions, AI, supply chain, and more. We liaise with internal teams to monitor and record which recommendations were adopted and to obtain feedback on effectiveness.

100%

of HRIAs where internal and external business partners agreed to our human rights recommendations.

To learn more about HPE's approach to Human Rights, see pages 68-74 of the Living Progress Report.

Types of mitigation and safeguards implemented in 2023 are as follows:

- **Blocked sales**
- **Blocked servicing**
- **Approved with conditions**
  (e.g., added agreement terms/responsible use clause, obtained confirmation of avoiding high-risk use cases, commitment to responsible practices, and inclusion of safeguards)
- **Limited provision of products or disabled functions**
- **Provided customer guidance on responsible use**
- **Requested evidence of AI robustness claims from software vendors**
- **Implemented ongoing monitoring of impact and/or expanded use case**
- **End-user awareness**

In 2023, we recruited a Responsible Use Program Manager to conduct our sales opportunity HRIAs and drive advancements, including across our channel sales. We continue to strengthen our processes in 2024 and are working to expand coverage of the types of opportunities we assess.

Human Rights Impact Assessments (HRIAs)

Type of assessment	2022	2023
Company and value chain-wide HRIA	180	0
Sales	46	50
Acquisitions and investments	10	10
AI ethics	8	53
Other (country, product, sector, partner)	7	3
Total	**72**	**116**

Political contributions

To learn more about HPE's approach to Public policy, see pages 64-65 of the Living Progress Report.

Government relations contributions[92]

	2021	2022	2023
Contributions to U.S. federal, state, and local candidates, political memberships/sponsorships, and other ballot measure campaigns (includes minimal operating expenditures)	$223,000	$324,000	$329,500
U.S. lobbying expenses allocated to trade association membership dues and outside consultants	$1,905,009	$1,618,648	$1,604,962

[92] Data is calendar year.

Data privacy

To learn more about HPE's approach to Data privacy, see pages 82-83 of the Living Progress Report.

Substantiated complaints regarding breaches of customer privacy and losses of customer personal data[93]

	2021	2022	2023
Substantiated complaints from outside parties (including customers)	0	1[94]	0
Substantiated complaints from regulatory or other official bodies	0	0	0

[93] Breaches of customer privacy cover any non-conformance with existing legal regulations and voluntary standards regarding the protection of customer privacy related to data for which HPE is the data controller. Substantiated complaints are written statements by regulatory or similar bodies addressed to HPE that identify breaches of customer privacy, or complaints lodged with HPE that have been recognized as legitimate by HPE.

[94] The root cause of this complaint was determined to be a system misconfiguration. HPE notified affected individuals and relevant data protection authorities.

Standards Index

This report references the following disclosures from the Global Reporting Initiative (GRI), focusing on issues and indicators most material to our business. This index is intended to help our stakeholders locate content of interest across HPE's reporting suite. It does not represent a complete overview of HPE's reporting or practices.

Global Reporting Initiative (GRI)

Disclosure number	Disclosure	Location	SDG target
GRI 1: Foundation 2021			
GRI 1	Statement of use	In reference	N/A
	GRI 1 used	GRI 1: Foundation 2021	N/A
	Applicable GRI Sector Standards	N/A	N/A
GRI 2: General Disclosures 2021			
2-1	Organizational details	Hewlett Packard Enterprise Company 2023 Annual Report on Form 10-K: Item 1. Business 1701 East Mossy Oaks Road, Spring, Texas 77389 United States of America 2023 Living Progress Report: About Hewlett Packard Enterprise, page 6	N/A
2-2	Entities included in the organization's sustainability reporting	2023 Annual Report on Form 10-K 2023 Living Progress Report: About this report, page 4	N/A
2-3	Reporting period, frequency, and contact point	Annual Fiscal year 2023 (November 1, 2022-October 31, 2023) for sustainability and annual reporting The 2023 Living Progress Report was published on June 24, 2024 2023 Living Progress Report: About this report, page 4	N/A
2-4	Restatements of information	Restatements are included throughout the 2023 Living Progress Report as required	N/A
2-5	External assurance	2023 Data Summary: Assurance, pages 58-61	N/A

Global Reporting Initiative (GRI) (continued)

Disclosure number	Disclosure	Location	SDG target
2-6	Activities, value chain, and other business relationships	2023 Living Progress Report: About Hewlett Packard Enterprise, page 6 2023 Annual Report on Form 10-K: Item 1. Business — Our business segments, products and services, pages 5-7 2023 Annual Report on Form 10-K: Item 1. Business — International, page 10 2023 Data Summary: Company profile, page 2 2023 Living Progress Report: Product lifecycle management, pages 28-33; Environmental impacts of our supply chain, page 34; Human rights, page 71-75 2023 Data Summary: Supplier diversity, page 31; Supply chain responsibility, pages 33-43	N/A
2-7	Employees	2023 Data Summary: Employees — Employee demographics, page 20	8.5, 10.3
2-8	Workers who are not employees	HPE does not disclose.	8.5, 10.3
2-9	Governance structure and composition	2023 Living Progress Report: Corporate governance and ethical behavior, pages 60-67 2023 Data Summary: Board diversity — Board diversity matrix as of October 31, 2023, page 18 2024 Proxy Statement: Our Board — Board structure and committee composition, page 22; Committees of the Board, pages 24-28; Proposal No. 1: Election of directors, pages 39-55	5.5, 16.7
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement: Our Board — Director candidate selection and evaluation, pages 33-34	5.5, 16.7
2-11	Chair of the highest governance body	2024 Proxy Statement: Our Board — Board leadership structure, page 23	16.6
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Living Progress Report: Corporate governance and ethical behavior — Board oversight, page 60; Oversight of Living Progress strategy, pages 60-63 2023 Annual Report on Form 10-K	N/A
2-13	Delegation of responsibility for managing impacts	2023 Living Progress Report: Corporate governance and ethical behavior, pages 60-67	N/A
2-14	Role of the highest governance body in sustainability reporting	2023 Living Progress Report: Corporate governance and ethical behavior — HPE Living Progress Strategy Council, page 63	N/A
2-15	Conflicts of interest	2024 Proxy Statement: Governance — Related persons transactions policies and procedures, pages 18-19 Corporate Governance Guidelines: XI Standards of Business Conduct, page 4 Standards of Business Conduct	16.6
2-16	Communication of critical concerns	2024 Proxy Statement: Governance — Communications with the Board, page 19	N/A
2-17	Collective knowledge of the highest governance body	2023 Living Progress Report: Corporate governance and ethical behavior — Oversight of Living Progress strategy, pages 60-63 Corporate Governance Guidelines: XV. Director Orientation and Education, page 5	16.6

Global Reporting Initiative (GRI) (continued)

Disclosure number	Disclosure	Location	SDG target
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement: Governance — Director evaluations, page 17 Corporate Governance Guidelines: XVI. Evaluation of Board and Committee Performance and XVII. Chief Executive Officer Performance Review, page 6	16.6
2-19	Remuneration policies	2024 Proxy Statement: Our Board — Director compensation and stock ownership guidelines, pages 35-37; Executive compensation — Compensation discussion and analysis, page 70 Corporate Governance Guidelines: XIII. Director Compensation, page 5	N/A
2-20	Process to determine remuneration	2024 Proxy Statement: Our Board — Director compensation and stock ownership guidelines, pages 35-37; Executive compensation — Compensation discussion and analysis, page 70	N/A
2-21	Annual total compensation ratio	2024 Proxy Statement: Executive compensation — Chief executive officer (CEO) pay ratio, pages 99-100	N/A
2-22	Statement on sustainable development strategy	2023 Living Progress Report: A message from our CEO, pages 2-3	N/A
2-23	Policy commitments	2023 Living Progress Report: Product lifecycle management — Substances of concern, page 30; Corporate governance and ethical behavior, pages 60-67 Standards of Business Conduct Partner Code of Conduct U.S. Public Sector Code of Conduct Hewlett Packard Enterprise Supplier Code of Conduct	N/A
2-24	Embedding policy commitments	2023 Living Progress Report	N/A
2-25	Processes to remediate negative impacts	2023 Living Progress Report: Human rights — Our salient human rights risks, page 69	N/A
2-26	Mechanisms for seeking advice and raising concerns	2023 Living Progress Report: Corporate governance and ethical behavior — Reporting concerns, page 67; Human rights — Human rights in our supply chain, pages 72-74 Open Door Policy	16.3
2-27	Compliance with laws and regulations	2023 Data Summary: Environmental footprint — Operations, pages 13-16	N/A
2-28	Membership associations	2023 Living Progress Report: Memberships and partnerships, pages 84-85	N/A
2-29	Approach to stakeholder engagement	2023 Living Progress Report: Our approach to sustainable business — Stakeholder engagement, page 9	N/A
2-30	Collective bargaining agreements	2023 Data Summary: Employees, page 19; Employees — Employee demographics, page 20	N/A
GRI 3: Material topics 2021			
3-1	Process to determine material topics	2023 Living Progress Report: Our approach to sustainable business — Our priority issues page 8	N/A
3-2	List of material topics	2023 Living Progress Report: Our approach to sustainable business — Our priority issues page 8; Issue definitions, pages 88-89	N/A
3-3	Management of material topics	2023 Living Progress Report: Accelerating net-zero pages 17-40; Investing in people, pages 41-58; Operating with integrity, pages 59-82; Policies and standards, page 87	N/A

Global Reporting Initiative (GRI) (continued)

Disclosure number	Disclosure	Location	SDG target
Topic standards			
GRI 201: Economic performance 2016			
201-1	Direct economic value generated and distributed	2023 Data Summary: Introduction — Economic impact of HPE operations, page 2	8.1, 8.2, 9.1, 9.4, 9.5
201-2	Financial implications and other risks and opportunities due to climate change	2023 Annual Report on Form 10-K: Item 1A. Risk factors, pages 19-35	13.1
201-3	Defined benefit plan obligations and other retirement plans	2023 Annual Report on Form 10-K: Notes to Consolidated Financial Statements — Note 4: Retirement and Post-Retirement Benefit Plans, pages 94-101	N/A
GRI 205: Anti-Corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	2023 Living Progress Report: Corporate governance and ethical behavior — Ethical behavior, pages 65-67	16.5
GRI 207: Tax 2019			
207-1	Approach to tax	2023 Living Progress Report: Corporate governance and ethical behavior — Tax transparency, page 65	N/A
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	2023 Living Progress Report: Product lifecycle management, pages 28-33 2023 Data Summary: Materials and packaging, page 6	8.4
301-2	Recycled input materials used	2023 Living Progress Report: Product lifecycle management, pages 28-32 2023 Data Summary: Materials and packaging, page 6	8.4
301-3	Reclaimed products and their packaging materials	2023 Living Progress Report: Product lifecycle management, pages 32-33 2023 Data Summary: Product return, reuse, and recycling, page 4	8.4
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	2023 Living Progress Report: Our operational footprint, pages 38-39 2023 Data Summary: Environmental footprint — Operations, pages 12-14	7.2, 7.3, 8.4, 12.2, 13.1
302-2	Energy consumption outside of the organization	2023 Living Progress Report: Environmental impact of our supply chain, pages 34-36 2023 Data Summary: Environmental footprint, page 10	7.2, 7.3, 8.4, 12.2, 13.1
302-3	Energy intensity	2023 Living Progress Report: Our operational footprint, pages 38-39 2023 Data Summary: Environmental footprint — Operations, page 12	7.2, 7.3, 8.4, 12.2, 13.1
302-4	Reduction of energy consumption	2023 Living Progress Report: Our operational footprint, pages 38-39 2023 Data Summary: Environmental footprint — Operations, page 9	7.2, 7.3, 8.4, 12.2, 13.1
302-5	Reductions in energy requirements of products and services	2023 Living Progress Report: Environmental sustainability of IT solutions, pages 23-24	7.2, 7.3, 8.4, 12.2, 13.1

Global Reporting Initiative (GRI) (continued)

Disclosure number	Disclosure	Location	SDG target
GRI 303: Water and effluents 2018			
303-1	Interactions with water as a shared resource	2023 Living Progress Report: Our operational footprint — Reducing water use in our operations, page 39 2023 Data Summary: Environmental footprint — Water footprint, page 11 HPE Water Accounting Manual	6.4
303-3	Water withdrawal	2023 Living Progress Report: Our operational footprint — Reducing water use in our operations, page 39 2023 Data Summary: Environmental footprint — Water footprint, page 11	6.3, 6.4, 8.4, 12.2
303-5	Water consumption	2023 Data Summary: Environmental footprint — Operations, page 15	6.3, 6.4, 8.4, 12.2
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	2023 Living Progress Report: Our operational footprint, pages 38 2023 Data Summary: Environmental footprint — Carbon footprint, pages 7-9 HPE Carbon Accounting Manual	3.9, 12.4, 13.1, 14.3, 15.2
305-2	Energy indirect (Scope 2) GHG emissions	2023 Living Progress Report: Our operational footprint, pages 38-39 2023 Data Summary: Environmental footprint — Carbon footprint, pages 7-9 HPE Carbon Accounting Manual	3.9, 12.4, 13.1, 14.3, 15.2
305-3	Other indirect (Scope 3) GHG emissions	2023 Living Progress Report: Environment strategy, pages 19-20; Environmental impacts of our supply chain, page 34 2023 Data Summary: Environmental footprint — Carbon footprint, page 10 HPE Carbon Accounting Manual	3.9, 12.4, 13.1, 14.3, 15.2
305-4	GHG emissions intensity	2023 Data Summary: Environmental footprint, page 7 HPE Carbon Accounting Manual	13.1, 14.3, 15.2
305-5	Reduction of GHG emissions	2023 Data Summary: Environmental footprint, page 7 HPE Carbon Accounting Manual	13.1, 14.3, 15.2
305-6	Emissions of ozone-depleting substances (ODS)	2023 Data Summary: Environmental footprint — Operations, page 13 HPE Carbon Accounting Manual	3.9, 12.4
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2023 Data Summary: Environmental footprint — Operations, page 13	3.9, 12.4

Global Reporting Initiative (GRI) (continued)

Disclosure number	Disclosure	Location	SDG target
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	2023 Living Progress Report: Product lifecycle management, pages 28-32; Our operational footprint, page 40 2023 Data Summary: Environmental footprint — Operations, page 16	3.9, 6.3, 12.4, 12.5
306-2	Management of significant waste-related impacts	2023 Living Progress Report: Product lifecycle management, pages 28-32; Our operational footprint, page 40 2023 Data Summary: Environmental footprint — Operations, page 16	3.9, 6.3, 12.4, 12.5
306-3	Waste generated	2023 Living Progress Report: Product lifecycle management, pages 28-32; Our operational footprint, page 40 2023 Data Summary: Environmental footprint — Operations, page 16	3.9, 6.3, 12.4, 12.5
306-4	Waste diverted from disposal	2023 Living Progress Report: Product lifecycle management, pages 31-32; Our operational footprint — Reducing waste in our operations, page 40	3.9, 6.3, 12.4, 12.5
306-5	Waste directed to disposal	2023 Living Progress Report: Our operational footprint — Reducing waste from our operations, page 40 2023 Data Summary: Product return, reuse, and recycling, page 4; Environmental footprint — Operations, page 16	3.9, 6.3, 12.4, 12.5
GRI 308: Supplier environmental assessment 2016			
308-1	New suppliers that were screened using environmental criteria	2023 Living Progress Report: Environmental impacts of our supply chain, pages 34-36 2023 Data Summary: Supply chain responsibility, page 17	12.4, 12.6, 12.7
308-2	Negative environmental impacts in the supply chain and actions taken	2023 Living Progress Report: Environmental impacts of our supply chain, pages 34-36 2023 Data Summary: Supply chain responsibility, page 17	12.4, 12.6, 12.7
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	2023 Data Summary: Employees — pages 20-27	5.1, 8.5, 8.6, 10.3
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	HPE does not disclose.	5.4, 8.5,10.3
401-3	Parental leave	2023 Living Progress Report: Team member development, engagement, and well-being — Compensation and benefits, page 56	5.4, 8.5,10.3
GRI 403: Occupational health and safety 2018			
403-2	Hazard identification, risk assessment, and incident investigation	2023 Living Progress Report: Team member health and safety, page 58 2023 Data Summary: Employees — Health and safety, page 28	3.3, 3.9, 8.8
403-3	Occupational health services	2023 Living Progress Report: Team member health and safety, page 58	3.3, 3.9, 8.8
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 Living Progress Report: Team member health and safety, page 58	3.3, 3.9, 8.8
403-5	Worker training on occupational health and safety	2023 Living Progress Report: Team member health and safety, page 58	3.3, 3.9, 8.8

Global Reporting Initiative (GRI) (continued)

Disclosure number	Disclosure	Location	SDG target
403-6	Promotion of worker health	2023 Living Progress Report: Team member development, engagement, and well-being — Supporting team member well-being, page 57	3.3, 3.9, 8.8
403-9	Work-related injuries	2023 Living Progress Report: Team member health and safety, page 58 2023 Data Summary: Employees — Health and safety, page 28	3.3, 3.9, 8.8
GRI 404: Training and education 2016			
404-1	Average hours of training per year per employee	2023 Living Progress Report: Team member development, engagement, and well-being — Tailored career development, page 55	8.2, 8.5
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Living Progress Report: Team member development, engagement, and well-being — Tailored career development, pages 55-56	8.2, 8.5
GRI 405: Diversity and equal opportunity 2016			
405-1	Diversity of governance bodies and employees	2023 Data Summary: Board diversity, page 18; Employees, pages 19-25	5.5, 8.8
GRI 408: Child labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	2023 Living Progress Report: Human rights, page 72 2023 Data Summary: Supply chain responsibility, pages 33-35	8.7, 16.2
GRI 409: Forced or compulsory labor 2016			
409-1	Operations and suppliers at significant risk for forced or compulsory labor	2023 Living Progress Report: Human rights, pages 72-73 2023 Data Summary: Supply chain responsibility, pages 33-35	8.7, 16.2
GRI 414: Supplier social assessment 2016			
414-1	New suppliers that were screened using social criteria	2023 Living Progress Report: Human rights, page 74 2023 Data Summary: Supply chain responsibility, pages 33-35	5.2, 8.8, 16.1
414-2	Negative social impacts in the supply chain and actions taken	2023 Living Progress Report: Human rights, pages 72-76 2023 Data Summary: Supply chain responsibility, pages 33-35	5.2, 8.8, 16.1
GRI 415: Public policy 2016			
415-1	Political contributions	2023 Living Progress Report: Corporate governance and ethical behavior — Public policy, page 64 2023 Data Summary: Political contributions, page 46	16.5
GRI 418: Customer privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2023 Living Progress Report: Data privacy, pages 81-82 2023 Data Summary: Data privacy, page 46	16.3, 16.10

Sustainability Accounting Standards Board (SASB) index

HPE aligns our reporting to the Sustainability Accounting Standards Board (SASB) standards, focusing on disclosures and indicators most material to our business by drawing from the sector-specific indicators of both the SASB "Software & IT Services" and "Hardware" industry standards. This index is intended to help our stakeholders locate content of interest across HPE's reporting suite. It does not represent a complete overview of HPE's reporting or practices.

Software and IT Services Standard

Accounting metric	Code	HPE 2023 disclosure
Environmental footprint of hardware infrastructure		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	2023 Living Progress Report: Our operational footprint, page 38 2023 Data Summary: Environmental footprint — Operations, page 12
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	2023 Living Progress Report: Our operational footprint — Reducing water use in our operations, page 39 2023 Data Summary: Environmental footprint — Water footprint, page 11
Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Not material to HPE business activities.
Data privacy & freedom of expression		
Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	2023 Living Progress Report: Data privacy, pages 81-82 HPE Global Privacy Policy HPE Privacy Statement
Number of users whose information is used for secondary purposes	TC-SI-220a.2	Not material to HPE business activities.
Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	2023 Data Summary: Data privacy, page 46
(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Not material to HPE business activities.
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Not material to HPE business activities.
Data security		
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Not material to HPE business activities.
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	2023 Living Progress Report: Data security, pages 77-80 2023 Annual Report on Form 10-K: Item 1A. Risk factors, pages 19-35 2023 Proxy Statement: Our Board—Board risk oversight — Cybersecurity risk management, page 30

Software and IT Services Standard (continued)

Accounting metric	Code	HPE 2023 disclosure
Recruiting & managing a global, diverse, & skilled workforce		
Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Not material to HPE business activities.
Employee engagement as a percentage	TC-SI-330a.2	2023 Living Progress Report: Team member development, engagement, and well-being — Engaging our team members, page 54
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	2023 Data Summary: Employees, pages 20-25
Intellectual property protection & competitive behavior		
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Not material to HPE business activities.
Managing systemic risks from technology disruptions		
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Not material to HPE business activities.
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	2023 Living Progress Report: Corporate governance and ethical behavior — Risk management, page 64 2023 Annual Report on Form 10-K: Item 1A. Risk factors, page 19
Activity metric		
(1) Number of licenses or subscriptions, (2) percentage cloud based	TC-SI-000.A	HPE does not disclose.
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	HPE does not disclose.
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	HPE does not disclose.

Hardware standard

Accounting metric	Code	HPE 2023 disclosure
Product security		
Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	2023 Living Progress Report: Data security, pages 78-81 2023 Annual Report on Form 10-K: Item 1A. Risk factors, pages 21-22
Employee diversity & inclusion		
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-HW-330a.1	2023 Data Summary: Employees, pages 20-25

Hardware standard (continued)

Accounting metric	Code	HPE 2023 disclosure
Product lifecycle management		
Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	2023 Living Progress Report: Substances of concern, pages 30-31 HPE General Specification for the Environment
Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	2023 Data Summary: Design for environment, page 4
Percentage of eligible products, by revenue, meeting ENERGY STAR criteria	TC-HW-410a.3	2023 Data Summary: Design for environment, page 4
Weight of end-of-life products and e-waste recovered, percentage recycled	TC-HW-410a.4	2023 Living Progress Report: Product lifecycle management, pages 28-32 2023 Data Summary: Product return, reuse, and recycling, page 4
Supply chain management		
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	2023 Data Summary: Supply chain responsibility, pages 33-43
Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	TC-HW-430a.2	2023 Data Summary: Supply chain responsibility, pages 33-43
Materials sourcing		
Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	2023 Living Progress Report: Substances of concern, page 30 HPE is firmly committed to the assessment and assurance of supply necessary to maintain continuity of its global products and services. To mitigate risks associated with the use of critical materials, HPE works closely with our partners, suppliers, and key sub-suppliers to conduct periodic reviews to identify and manage risks. Strategies implemented by HPE's Supply Chain to guarantee assurance of supply include: • Identifying alternative materials, components, and suppliers • Implementing buffer strategies • Dual sourcing • Operating in multiple geographical locations
Activity metric		
Number of units produced by product category	TC-HW-000.A	HPE does not disclose.
Area of manufacturing facilities	TC-HW-000.B	2023 Annual Report on Form 10-K: Item 2. Properties, page 36
Percentage of production from owned facilities	TC-HW-000.C	HPE does not disclose.

Task Force on Climate-Related Financial Disclosures (TCFD)

Recommended disclosure	Response or location
Governance Disclose the Organization's governance around climate-related risks and opportunities. 1. Describe the board's oversight of climate-related risks and opportunities. 2. Describe management's role in assessing and managing climate-related risks and opportunities.	2023 Living Progress Report: Corporate governance and ethical behavior — Oversight of Living Progress strategy, pages 60-63 2024 Proxy Statement: Our Board — Board risk oversight — Climate change risk management, page 31 HPE Climate Policy: Governance, page 5
Risk management Disclose how the organization identifies, assesses, and manages climate-related risks. 1. Describe the organization's processes for identifying and assessing climate-related risks. 2. Describe the organization's processes for managing climate-related risks. 3. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2023 Living Progress Report: Environment strategy — Managing environmental risks, page 22 2024 Proxy Statement: Our Board — Board risk oversight — Climate change risk management, page 31
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material. 1. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. 2. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. 3. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2023 Living Progress Report: Environment strategy — Managing environmental risks, page 22 2023 Annual Report on Form 10-K: Item 1A. Risk factors, pages 19-35
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. 1. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. 2. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. 3. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 Living Progress Report: Environment strategy, page 18-22 2023 Data Summary: Environmental footprint — Carbon footprint, pages 7-10

Assurance

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

Verification Scope

Hewlett Packard Enterprise Company

6280 America Center Dr., San Jose, California 95002, United States

Reporting Period: FY2023 (November 01, 2021–October 31, 2023);

Note that the supplier Scope 1 and 2 Allocation indicator is based upon FY2021 data as this indicator is always 1 year behind

Geographic Boundary: Global Operations (Major operations in U.S., UK, China, India, Japan, Singapore, Taiwan)

Facilities, physical infrastructure, activities, technologies, and processes:

As of October 31, 2023 approximately 9 million square feet of space worldwide including:

7 million ft2 - administration and support; 2 million ft2 core data centers, manufacturing plants, research and development, warehouse; auto and aviation fleet; combined heat and power plant

GHG Sources, Sinks, and/or Reservoirs:

Scope 1 — natural gas, fuel oil, LPG, gasoline, diesel, jet fuel, refrigerants

Scope 2 — purchased electricity, purchased chilled water, renewable energy (RECs, PPAs, onsite solar)

Boundary Method: Operational Control

GHG Gases: CO2, CH4, N2O, HFCs

Level of Assurance: Limited

Materiality: +/-5% quantitative, qualitative based upon requirements specified within verification criteria

Verification Objectives

- Evaluate the organization's Verified Indicators for material discrepancies based upon the specified level of assurance
- Evaluate the organization's Verified Indicators are in conformance with the specified verification criteria

Verification Criteria

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- World Resources Institute/World Business Council for Sustainable Development's "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" dated 2011
- World Resources Institute/World Business Council for Sustainable Development's "Guidance for Calculating Water Use Embedded in Purchased Electricity" dated 2020
- Responsible Business Alliance Code of Conduct V7 and Auditing Protocols
- The Investor CDP Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions
- ISAE 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information, December 2013
- HPE Management Definitions from Living Progress Report
- HPE's Carbon Accounting Manual
- HPE's Water Accounting Manual

Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions and ISAE 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information, December 2013. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

- Positive Verification (Limited Assurance) - No evidence was found that the GHG assertion was not prepared in all material respects with the reporting criteria. Note that Scope 1 energy is based upon a self-defined boundary as captured in the qualification statement below.

Verification Qualifications

The HPE Scope 1 Energy Assertion omits any energy (gasoline, diesel, jet fuel) associated with mobile sources (vehicle fleet, aviation). This represents a material component of the Scope 1 GHG Assertion but is not included in the Scope 1 Energy Assertion. Therefore, the Scope 1 Energy Assertion was found to be representative of stationary energy sources only.

Lead Verifier

Tavio Benetti

Tavio Benetti, Program Manager, *GHG Footprint Verification Program Environmental Certification Services* SCS Global Services, 2000 Powell Street, Suite 600, Emeryville, CA 94608 USA

May 15, 2023

Independent Reviewer

Gregory Sills

Gregory Sills, Technical Specialist II, *GHG Footprint Verification Program Environmental Certification Services* SCS Global Services, 2000 Powell Street, Suite 600, Emeryville, CA 94608 USA

May 16, 2023

Assurance Indicators

Indicator name	Unit	Reported value	Criteria
Scope 1 GHG Emissions	Metric tons of carbon dioxide equivalents (tCO_2e)	40,495	World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard; ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions; HPE's Carbon Accounting Manual
Scope 2 GHG Emissions (Location-Based)		262,070	
Scope 2 GHG Emissions (Market-Based)		122,101	
Scope 3 GHG Emissions — Category 1 — Purchased Goods and Services		5,234,945	
Scope 3 GHG Emissions — Category 4 — Upstream Transportation and Distribution		339,937	
Scope 3 GHG Emissions — Category 5 — Waste Generated in Operations		638	
Scope 3 GHG Emissions — Category 11 — Use of Sold Products		11,995,871	
Energy - Scope 1 (Limited to stationary sources only, see below for qualification statement)	MWh	88,410	
Energy - Scope 2	MWh	569,909	
Energy Consumption REC Purchase	MWh	183,428	
Total waste generated	Metric tons	5,136	HPE's Waste Accounting Manual
Total non-hazardous waste recycled	%	76%	
Total emissions from direct VOCs	Metric tons	154.65	HPE's VOC assurance process May 2024
Nitrous Oxide (NOx)	Metric tons	95.53	
Sulfur Dioxide (SO2)	Metric tons	31.42	
Particulate Matter (PM10)	Metric tons	2.90	
Carbonate Oxide (CO)	Metric tons	21.85	
Volatile Organic Compounds (VOC)	Metric tons	2.95	
Water — Withdrawals	M^3	1,112,368	HPE's Water Accounting Manual
Water — Municipal water withdrawals	M^3	1,017,723.51	
Energy/Water Nexus — Water Withdrawal Associated with the Generation of Electricity Use in HPE Operations	M^3	483,851,117	World Resources Institute/World Business Council for Sustainable Development's "Guidance for Calculating Water Use Embedded in Purchased Electricity" dated 2020
Energy/Water Nexus — Water Consumption Associated with the Generation Of Electricity Use in HPE Operations	M^3	1,887,946	

Qualifications: The HPE Scope 1 Energy Assertion omits any energy (gasoline, diesel, jet fuel) associated with mobile sources (vehicle fleet, aviation). This represents a material component of the Scope 1 GHG Assertion but is not included in the Scope 1 Energy Assertion. Therefore, the Scope 1 Energy Assertion was found to be representative of stationary energy sources only.

Assurance Indicators

Indicator name	Unit	Reported value	Criteria
Scope 1 & 2 Supplier Allocation by Spend (FY2022)	tCO_2e	619,281	HPE's Supplier S1 and S2 emissions allocation process Assurance Feb. 2023
% of suppliers (by spend) that have science based targets	%	31%	Supplier emissions allocation and methodology for determining suppliers with science-based targets
Major suppliers that demonstrate their commitment to the Employer Pays Principle in a written policy or commitment	Number	34	HPE Supply Chain Social Responsibility Targets
Major suppliers that train their workers on human rights		29	
Major suppliers that have effective grievance processes		34	
Supply Chain Social and Environmental Responsibility (SER) Audit Results	Number of SER audits by type	70 Full; 40 Closure Audits; 3 Specialized Assessments; 14 Onboarding Assessments	RBA Code of Conduct V7 and Auditing Protocols
	Distribution of major and priority non-conformances by RBA Category	**Health & Safety —** 121 non-conformances - 36% **Labor** — 141 non-conformances - 42% **Environment** — 25 non-conformances - 7% **Management Systems** — 47 non-conformances - 14% **Ethics** — 0 non-conformances - 0%	
	Number of supplier audits performed by region	**Greater China** — 38 Full; 33 Closure; 0 Specialized Assessments; 0 Onboarding Assessments **Asia Pacific** — 24 Full; 5 Closure; 3 Specialized Assessments; 13 Onboarding Assessments **Americas** — 8 Full; 2 Closure; 0 Specialized Assessments; 0 Onboarding Assessments **Europe** — 0 Full; 0 Closure; 0 Specialized Assessments; 1 Onboarding Assessments	
	Number of workers at supplier sites audited	186,420	HPE's supplier site worker audit process assurance May 2024

Assurance indicators

HPE's ethnic group representation assurance May 2024

Percentage of (U.S.) ethnic group representation for management, technical staff, and all others

	U.S. Employees, by ethnicity (% of total)	U.S. Executives (% of total)	U.S. senior ranking positions (Director level and above)	U.S. Directors (% of total)	U.S. Managers (% of total)	U.S. professionals (% of total)	U.S. technical staff (% of total)
White	56.24%	60.19%	58.73%	58.19%	58.10%	55.27%	49.42%
Not specified/unknown	9.35%	8.78%	11.47%	12.49%	11.43%	9.06%	11.42%
All minorities	34.41%	31.03%	29.79%	29.33%	30.47%	35.67%	39.16%
Black/African American	4.84%	3.76%	3.34%	3.18%	3.32%	5.09%	2.90%
Hispanic/Latinx	6.55%	4.39%	5.14%	5.42%	5.82%	6.55%	4.82%
Asian	20.25%	22.57%	19.86%	18.85%	18.91%	21.11%	28.93%
Native American/Indigenous	0.31%	0.00%	0.43%	0.59%	0.14%	0.29%	0.22%
Multiracial	2.34%	0.31%	0.94%	1.18%	2.22%	2.50%	2.19%
Pacific Islander/Native Hawaiian	0.12%	0.00%	0.09%	0.12%	0.07%	0.14%	0.09%

Assurance indicators

HPE's gender representation assurance May 2024

Percentage of gender representation for management, technical staff, and all others

	Regular full-time employees Men (%)	Regular full-time Women (%)	Regular part-time Men (%)	Regular part-time Women (%)
Executives	74.60%	25.40%	0%	0%
Directors	71.64%	28.23%	33.33%	66.67%
Managers	70.93%	28.93%	43.48%	56.52%
Professionals	67.97%	31.91%	29.40%	70.12%
Other	45.39%	54.58%	0%	100%
Technical Staff	80.74%	19.03%	65%	34.29%

Employee engagement as a percentage	%	82.9%	HPE employee engagement assurance May 2024
Employee voluntary turnover	%	5.01%	HPE voluntary turnover assurance May 2024
Average hours of training per employee (excluding mandatory training)	Average learning hours per employee	10.72	HPE average training hours assurance May 2024
Average hours of training per employee (including mandatory training)		12.26	

Resources

HPE reports and online content

HPE 2022 Living Progress Report

HPE 2022 Annual Report on Form 10-K

HPE 2023 Proxy Statement

HPE Investor Relations

HPE Carbon Accounting Manual Guide

HPE Water Accounting Manual

External ratings

Search for Hewlett Packard for historical Hewlett Packard Company submissions, and Hewlett Packard Enterprise for post-separation HPE submissions.

CDP

Dow Jones Sustainability Index

Feedback

We welcome feedback on any aspect of our Living Progress reporting and performance. Contact us here.

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