Hewlett Packard Enterprise

We are Living Progress

hpe.com/info/report

August 2022

AGENDA

HPE'S APPROACH TO ESG	Antonio Neri President and CEO
ESG PERFORMANCE	Monica Batchelder Chief Sustainability Officer
QUESTIONS & ANSWERS	All

FORWARD-LOOKING STATEMENTS

You'll hear some forward-looking statements in today's presentation.

All statements other than statements of historical fact are statements that could be deemed forward-looking statements.

These are based on risks and assumptions that may not prove correct.

These risks and assumptions are described in our Annual Report on Form 10-K and subsequent Quarterly Reports on From 10-Q.

Our actual results could differ materially and we assume no obligation to update.

Financial information, plans, and projections reflect estimates based on information available at the time of this presentation.

More detail can be found on our website.

Please visit the HPE Investor Relations website at investors.hpe.com

OUR APPROACH TO ESG

Antonio Neri
President and CEO

Advance the way we live and work

BOARD OVERSIGHT OF ESG

The Nominating, Governance and Social Responsibility Committee

The NGSRC is primarily responsible for ESG oversight, including the annual review of our ESG strategy, and board diversity and composition, and Living Progress disclosures.

The HR and Compensation Committee

The HRC oversees corporate culture and employee relations topics, including inclusion and diversity initiatives, social justice activities, pay equity, and well as compensation philosophy and succession planning.

The Finance and Investment Committee

The FIC continuously reviews shareholder sentiment and perspectives, which includes an increasing focus on ESG matters, to ensure alignment and engagement.

The Audit Committee

The AC oversees ESG risks as part of overall risk management, as well as reviews ESG disclosures in SEC filings and ensures we are adhering to our existing controls and procedures.

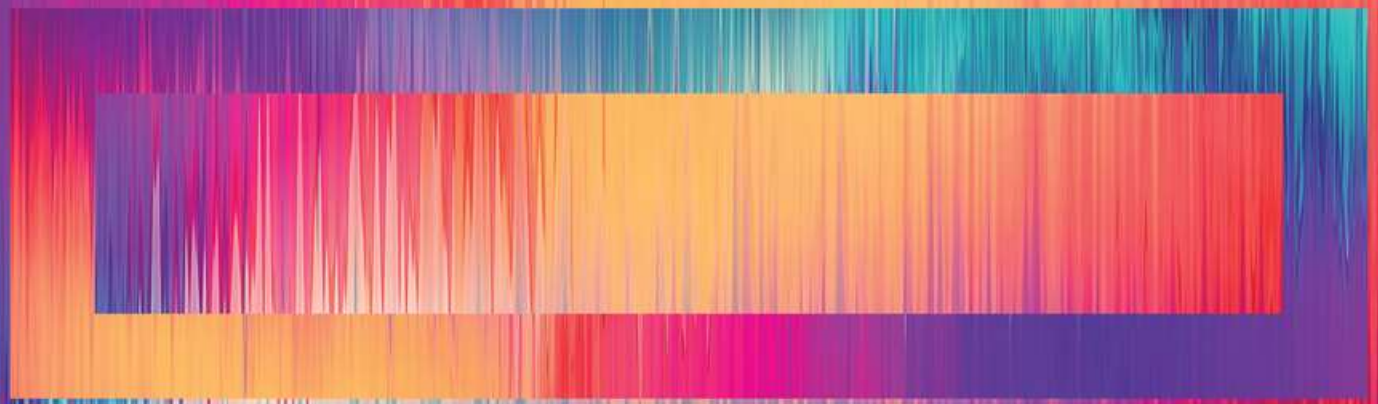
Sustainability as a catalyst

Edge-to-cloud | Full lifecycle | Force for good

HPE is committed to becoming a
net-zero enterprise
by 2040

No matter where we are,

We’re HPE



HPE LIVING PROGRESS

We create sustainable and equitable technology solutions for a data-first world

Accelerating net-zero

- Efficiency of IT solutions
- Product lifecycle management
- Energy use and GHG emissions in supply chain
- Substances of concern in products
- Energy use and emissions in our operations

Investing in people

- Diversity, equity & inclusion
- Employee development, engagement, and well-being
- Employee health and safety
- Technology for social impact

Operating with integrity

- Privacy
- Data security
- Ethical sourcing and human rights
- Ethical behavior
- IT products and services and human rights

OUR SCIENCE-BASED CLIMATE TARGETS

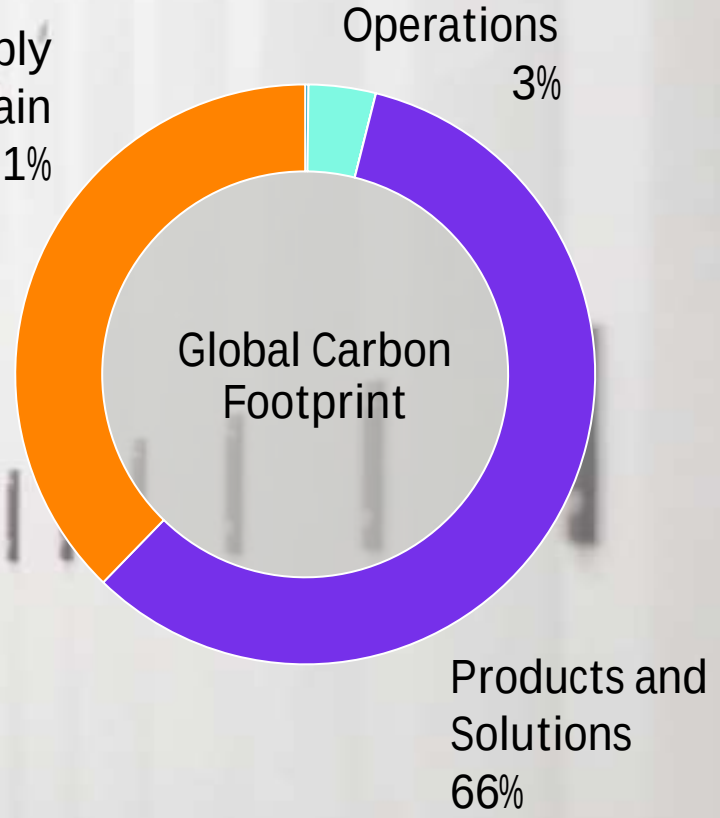
	2020	2030	2040
Scope 1&2		-70% vs. baseline	-90% vs. baseline
Scope 3		-42% vs. baseline	-90% vs. baseline

MANAGING THE ENVIRONMENTAL IMPACTS OF OUR PORTFOLIO

80% of production suppliers (by spend) enabled to set their own Scope 1&2 science-based targets by 2030

~$891M in net revenue generated from sustainability-related customer engagements

>3M retired IT assets processed by HPE Technology Renewal Centers, refurbishing approximately 85%



DELIVERING THE SUSTAINABLE INNOVATION ADVANTAGE

37% less consumption, while processing exabytes of data to promote public safety

OAK RIDGE National Laboratory

8x Solving problems that are more complex with the world's fastest and greenest supercomputer

INVESTING IN OUR PEOPLE

ENGAGEMENT AND DEVELOPMENT

Highest employee engagement on record

84%

+13% points over 3 years

Investment in internal Learning & Development resources

$7.5M+

EMPLOYEE RETENTION

Voluntary retention rate

93%

-2% points YoY

+7% pts above industry avg.

Open positions filled with internal candidates

32%

+7% points over 3 years

EQUITY AND INCLUSION

Executive compensation linked to workforce representation, culture, belonging, and equity

Closed the pay gap for women in U.S., U.K., and India (majority of workforce) and U.S. racial minorities

DIVERSITY, EQUITY, AND INCLUSION

ADVANCEMENT

Accelerate the development and progression of our diverse team members across HPE by creating experiences and pathways to opportunities across the enterprise

EQUITY

Lead data-driven reviews at key inflection points during the HPE talent lifecycle

INCLUSION

Enable a workplace where team members feel respected, a sense of belonging, and are valued for bringing differing perspectives, ideas, and experiences to fuel innovation and drive transformational change across HPE

OPERATING WITH INTEGRITY

- Launched the company's first AI Ethics Principles and training
- Named among **World's** Most Ethical Companies and awarded Thomson Reuters Foundations' Stop Slavery Award
- Set ambitious goals for 2030

By 2030*:

- 100% Suppliers committed to employer pays principle
- 100% Major suppliers train their workers on human rights
- 100% Supplier sites (tier 1&2) have effective grievance processes

* BASED ON TOP 95% OF SUPPLIER SPEND

RECOGNIZED AS AN INDUSTRY-LEADER

Dow Jones Sustainability World Index (DJSI): ten consecutive years; 2nd in industry in 2021, 98th percentile

Sustainalytics "Low" ESG Risk rating: 96th percentile of global universe

EcoVadis Platinum level recognition: top 1% of global supply chains

Bloomberg Gender Equality Index: top 6% of eligible companies

Ethisphere's **World's Most Ethical** Companies: four years running

MSCI ESG : AAA score (top 4% in our industry)

Aligned ESG reporting standards & frameworks

Q&A