

Fostering a culture that engages our people and inspires innovation

Our strong and vibrant culture — Life Inside the Element — is the foundation for how we are committed to making HPE a destination for top talent and a place where people are proud to work. It starts with the blueprint we established in 2019 under Antonio's leadership, clearly articulating who we are as an organization, and defining a set of beliefs that inspire team members to innovate and pursue new ways to serve our customers. The culture is centered on four key beliefs that guide how we show up every day: accelerating what's next, making bold moves, believing in the power of "yes we can," and being a force for good through our technology, inclusion, and a focus on making the world better. The blueprint further defines our DNA and key leadership principles, which are reinforced by senior leaders who are committed to HPE's mission and culture, and work tirelessly to advance our purpose.

Our people power our culture. By striving to put our culture into action in everything they do, team members bring our beliefs to life by driving innovation and excellence for our customers. We constantly assess and analyze our human resource efforts, building on our strengths and addressing our weaknesses. We promote what we believe in and spread our culture through our programs, campaigns, and events. We use ongoing global campaigns like the Innovation Quest and Escape the Red Tape to bring key cultural beliefs to life in a way that challenges team members to think beyond the day-to-day.

Our most recent global engagement survey shows that our culture continues to resonate with team members, with our overall Employee Engagement Index at 83%, just one point short of the all-time high we achieved last year. More than 84% of team members would recommend HPE as a great place to work, and 88% say they are proud to work for HPE.

Health, wellness, and safety

The health, wellness, and safety of every team member remains a top priority at HPE. Whether in the office or working remotely, we have policies and resources in place to help our workforce stay healthy. Our hybrid work environment, which we started implementing in 2021, offers a flexible work model for team members globally. Our "Work That Fits Your Life" global initiative, which launched in 2019, includes an industry-leading paid parental leave program (minimum six months), part-time work opportunities for new parents or team members transitioning to retirement, and "Wellness Fridays" which provide team members with four full days each year to focus on their well-being. HPE's wellness program offers holistic support for team member needs surrounding mental health, physical health, social/community well-being, and financial wellness, while continuing to deliver on critical business results.

Diversity, equity, and inclusion

Our DEI strategy centers on three pillars: advancement, equity, and inclusion. We believe that advancement will accelerate development and progression of our diverse team members by creating pathways to opportunities across the Company; equity will create equitable access to resources, diversified career experiences, and career support; and inclusion will enable a workplace where team members feel respected and valued for who they are while feeling like they belong on the team and can succeed at HPE. We continually strive to foster a highly inclusive culture for all team members globally.

Guided by the strategy, we invest in career development and set up pathways to grow within HPE, take a data driven approach to analyzing performance, and, above all, strive to create an environment where all team members feel respected and appreciated for the unique perspectives and skills they contribute. Our commitment to these principles encourages our world-class talent to enjoy long careers at HPE, enabling our business success and furthering the execution of our social impact strategy.

In an effort to increase workforce diversity representation, we established worldwide and U.S.-specific DEI goals for various demographics, such as a 1 percentage point increase in worldwide representation of women among team members and worldwide women executives. In 2022, we increased our overall representation of underrepresented minorities by 1.3 percentage points in the U.S. We also increased our female workforce by 0.3 percentage points worldwide, by 0.5 percentage points in technical roles, and by 1.5 percentage points in executive roles. Our aim is to increase such DEI representation metrics year over year and double our black and Hispanic executive headcounts by 2027, and for our executive population to be one third female by 2027.

For further information on diversity at HPE, including EEO-1 data since 2018, please visit <https://www.hpe.com/us/en/about/governance/policies.html>.

We view diversity in leadership roles as critical to propel our business. We believe these goals are an integral part of our DEI strategy to promote advancement, equity, and inclusion among our team members, which we believe will continue to fuel HPE as a driver of innovation and an industry disruptor.

Management at all levels works to expand opportunities and enhance inclusive leadership acumen across the enterprise. Our Board, CEO, and Executive Committee have been directly involved in setting and reinforcing the high standards of diversity, equity, and inclusion. We doubled