



Hewlett Packard
Enterprise

Hewlett Packard Enterprise Political Contributions Policy

Contents

HPE PAC and corporate contributions	2
Criteria for assessing candidates	3

Hewlett Packard Enterprise always has been active in the formation of public policies that affect the company, its employees, and its operations. As Hewlett Packard Enterprise looks to the future, it will continue to work with key public officials to promote HPE as a thought, technology, and issue leader, to promote HPE as an exemplary global citizen, and to promote the HPE brand.

Throughout its history, Hewlett Packard Enterprise has encouraged employees to be active in their communities. Because the development of public policy and related political activity can be complicated—particularly during active campaign periods—the company limits political activities on company time and premises.

Within the U.S., the company makes a limited number of political contributions as part of its Global Citizenship Objective and in furtherance of its public policy agenda. All Hewlett Packard Enterprise political endorsements and contributions must be authorized by the Senior Vice President of HPE Corporate Affairs as part of political programs reviewed by HPE's Board of Directors. The HPE Corporate Affairs department manages all political programs and contributions and works with HPE employees in the regions regarding HPE involvement in any political or public policy activities. Hewlett Packard Enterprise does not provide political contributions that could create even the appearance of undue influence.

HPE PAC and corporate contributions

Hewlett Packard Enterprise may not use its corporate funds or assets for U.S. federal political contributions. The Hewlett Packard Enterprise Political Action Committee (HPE PAC) makes contributions to U.S. congressional candidates (and in limited cases, contributions to state candidates where corporate contributions are not allowed) who share HPE's public policy views. The HPE PAC is a separate legal entity from the company. Voluntary personal contributions to fund the HPE PAC are solicited from selected employees in compliance with federal election laws.

Company funds may be used, where legally permissible, to participate in the election of state officials who share Hewlett Packard Enterprise's public policy views, as well as passage or defeat of state and local ballot measures having an impact on the company and the quality of life in HPE communities. In rare instances, HPE will consider contributions to local candidates. HPE does not make independent political expenditures. Occasionally, HPE will support ballot initiatives, and includes these contributions in its public disclosures.

Hewlett Packard Enterprise makes contributions to federal and state organizations for the purpose of public policy development. A committee of HPE managers annually reviews eligible recipients of funds for both the HPE PAC contributions and corporate contributions and develops an HPE PAC contributions plan and a corporate contributions plan. The HPE PAC plan undergoes an initial legal review and is presented to the HPE PAC Board of Directors, which reviews, revises, and approves the plan. Both the final HPE PAC plan and the corporate contributions plan are then presented to Hewlett Packard Enterprise's Senior Vice President of Corporate Affairs, Hewlett Packard Enterprise's Chief Communications Officer, and the Nominating and Governance Committee of the Hewlett Packard Enterprise Board.

Upon approval of the plans, the HPE Political Contributions Committee, comprised of HPE Corporate Affairs managers, implements the plans by reviewing all specific political contributions requests and events requiring corporate and HPE PAC funding. After final legal review of each such contribution, funds are disbursed.

On a limited basis and with the approval of the Senior Vice President of HPE Corporate Affairs, the company may also make contributions to policy-based partisan organizations, state partisan organizations, trade association political committees and coalitions to further its public policy and business interests. Generally, HPE does not contribute to 501(c)(4) organizations for political purposes, nor does it allow trade association dues to be used for political contributions.

In-kind contributions of equipment or employee time are considered to be political contributions, and must be approved by the Senior Vice President of HPE Corporate Affairs.

No HPE funds or assets may be used for political contributions outside the United States, even where permitted by local law, without the prior written approval of HPE's Chief Executive Officer.

Criteria for assessing candidates

HPE Corporate Affairs uses the following candidate assessment factors as guidelines when developing candidate recommendations at both the state/local and federal levels:

Primary considerations

- Bi-partisan activity
- Support/leadership (key committees) on HPE business priorities
- HPE site relationship
- Strong or emerging relationship with HPE and/or high-tech industry

Additional considerations

- Moderate candidates favored over partisan extremes
- Ethics/statesmanship
- Promising non-incumbents and diverse candidates

Extent of support

- Ability to make a difference in the outcome of the race
- Leadership position and/or support on HPE priority issues
- Make a difference in the tech-friendly composition of legislative body