



# Hewlett Packard Enterprise

## Consolidated Confirmation Statement

Manisha Sinha, 20350072

Employee Country	India
Manager Name	Harikrishna Manchal

Job Profile	00102P - Systems/Software Engr VI
Job Family	SW Engineering(Systems)
Management Level	Expert
Grade	M30
Grade Profile	India IND

Base Pay / OTE for Sales	Current	Change %	Change Amount	New
Effective Date				01 Jan 2021
Currency	INR			INR
Full Time Equivalent	100 %			100 %
Base Pay - Hourly	1,244.07	10.84	134.81	1,378.88
Base Pay - Monthly	215,639.65	10.84	23,366.67	239,006.31
Base Pay - Annual	2,587,675.75	10.84	280,400.00	2,868,075.75

### Notes

Values may be slightly different in your pay check due to rounding. If the Full Time Equivalent is less than 100%, all Base Pay amounts shown are prorated.

Short-term Incentive	Annual Bonus Target Percent <sup>1</sup>	Bonus Payment Percent <sup>2</sup>	Bonus Payment Amount <sup>2</sup>
STI FY20 VPB		3.94	81,694.18 INR

### Notes

The Bonus Payment Amount will be paid by 31 December or later, depending on local country regulations and payroll schedule. Please note that bonus program changes and bonus payments are subject to HPE's discretion. Past bonus payments neither indicate potential future bonus amounts nor entitle an employee to any bonus pay-outs in the future.

<sup>1</sup> The reported Annual Bonus Target Percent (available for PfR and HPEFS ICP only) is a percent of eligible earnings.

<sup>2</sup> The Bonus Payment Percent is calculated using annualized eligible earnings paid during the fiscal year, which may or may not be different than your annual Base Pay. See the STI website for further details on eligible earnings. The Bonus Payment Amount, if any, will be paid to the employee in local currency.

Long-term Incentives (Equity)	Value on Grant Date <sup>1</sup>	Equity Grant Units
Restricted Stock Units (RSUs) <sup>2</sup>	7,800.00 USD	644 units

### Notes

Equity Grant terms and conditions are included in the grant agreements, available at Merrill Lynch in January.

<sup>1</sup> Value on Grant Date may differ slightly from that communicated due to conversion of the planned grant value into shares on the grant date.

<sup>2</sup> Actual equity value will depend on share price at time of release, once grant vests.

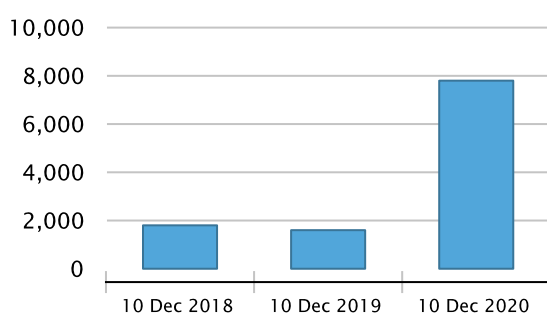
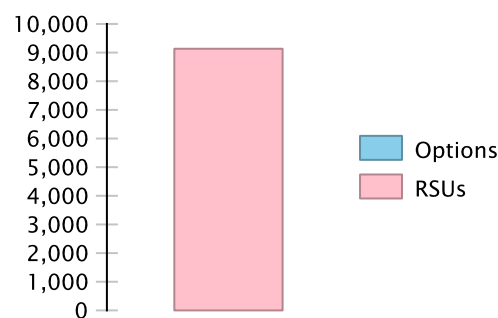
## FY21 Target Compensation Summary

Currency exchange rate of 1 USD = 73.801 INR

Annual Base Pay / OTE for Sales		USD	INR
Effective 1 January 2021		38,862	2,868,076
<b>Target Annual Bonus <sup>1</sup></b>	<b>Nov – Dec (17% of fiscal year) + Jan – Oct (83% of fiscal year)</b>		
(Target x Estimated Eligible Earnings)	7.5 % x 2,587,676 INR x 17 % + 7.5 % x 2,868,076 INR x 83 %	2,836	211,531
<b>Long-term Incentive (Equity) <sup>2, 3</sup></b>			
Restricted Stock Units (RSUs)	644 units x 12.12 USD	7,800	575,640

<b>FY21 Total Target Compensation</b>	<b>3,655,246 INR</b>
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Note: Actual bonus payout will be based on eligible earnings paid and planned bonus percent.

Annual Long-term Incentives History <sup>2</sup>Total Estimated Unvested Long-term Incentives <sup>4</sup>  
( using stock price of USD 12.12 )

Grant Date	Value on Grant Date	Grant Type	Value of Equity Grants Units remaining
10 Dec 2018	1,800	Options	0
10 Dec 2019	1,600	RSUs	9,133
10 Dec 2020	7,800	Total	9,133

Note: Figures might not add due to rounding and all amounts in local currency.

## Notes and assumptions

**<sup>1</sup> Target Annual Bonus**

- The above is a generic bonus calculation for illustration only, the actual calculation for certain countries may vary from the above based on local eligible earnings.

**<sup>2</sup> Long-term Incentives**

- All Equity Grants are granted in USD and converted in units over HPE shares, subject to vesting schedules. No value will be realized until release of shares, or cash as applicable. All Equity Grants are subject to the terms of your grant agreement, which can be found at Merrill Lynch.
- Annual LTI History represents the estimated value on the grant date and does not reflect current value of any vested and/or unvested shares.

**<sup>3</sup> Target Compensation Notes**

- RSUs represent the estimated value on the grant date. Actual value will depend on share price at time of release, once grant vests.

**<sup>4</sup> Estimated Unvested Long-term Incentives Assumptions**

- Unvested stock options valued net of exercise price, which is a different calculation than that used to estimate stock option value under the target compensation
- Actual value will depend on share price at time of release of RSUs.
- Estimated Unvested value is as of date statement was created (as noted in footer) and does not include Dividend Equivalent Units (DEUs). View more up-to-date account information on the Merrill Lynch website ([www.benefits.ml.com](http://www.benefits.ml.com)).

These figures are for illustrative purposes only and are based on assumptions disclosed above. Actual results will depend on Hewlett Packard Enterprise's actual performance over current and future fiscal years for all performance-related pay. Long-term incentives, such as Stock Options and RSUs, are not part of compensation for purposes of calculating any severance or pension benefits. Receiving a long-term incentive in one year does not create a right to receive a long-term incentive in future years. In addition, long-term incentives are subject to the terms and conditions of the applicable grant agreement, such as continued employment and/or performance criteria. If the applicable terms and conditions are not satisfied, the grant will be forfeited and you will have no right to additional compensation in lieu of forfeited grants.