

HPE Engage & Grow Top Achievers Club (“Program”)

Terms and Conditions

The terms and conditions apply to the Hewlett Packard Enterprise (hereinafter referred to as “**HPE**”) Engage & Grow – Top Achievers Club (hereinafter referred to as “**E&G**” and “**TAC**” respectively). The E&G TAC is an incentive scheme under which Top Performers from Engage and Grow program, as further defined below, can win the prizes found in the “Achievers Club Prizes” Section.

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Program period

September 12, 2025 – January 31, 2026

Who is eligible

Representatives of authorized Resellers participating in Engage & Grow Program who meet the below eligibility criteria and Proximity Partners who agree to register and pass as HPE Business Partners (the “**Participants**”).

GEOs Participant

EMEA, NA, APAC, JAPAN, INDIA, LASER: All GEOs/Countries where E&G program is available.

Eligibility criteria

Participants must meet all the below criteria to be eligible for this Program:

1. Participants must be registered sales representatives participating in Engage & Grow <https://www.engageandgrow.hpe.com/> (“**Portal**”).
2. The Participants must obtain their respective Employer’s approval as further detailed below under the Terms and Conditions section regarding their participation in the Program and the potential receipt of an Award from HPE (or its authorized supplier).
3. Proximity Partners must register as HPE authorized Business Partners and sign HPE Partner Agreement in the event of a win.
4. The company must have a minimum number of registered and activated members in E&G in order to be eligible for the Top Achievers Club winning seat.

Eligible products

The below products will be eligible for this Program (“Eligible Products”):

Selected products listed on the Engage & Grow portal under the PLs named below in the Eligible Products section and mentioned in the Program <https://www.engageandgrow.hpe.com/>

Product Family	Product Line
PCBE Products	S8 - Hyperconverged
PCBE Services	PC - Hyperconverged Support
PCBE Services	PG - Replacement Parts - Hyperconverged
PCBE Products	P6 - Alletra dHCI _MP
GL Flex Solutions Services - PCBE Flex	PF - GL_HC Svcs
PCBE Products	N2 - dHCI
PCBE Services	PE - Hyperconverged SW Support Services
PCBE Services	N5 - Alletra HCI Services
PCBE Products	V6 - Hyperconverged SW
GL Flex Solutions Services - PCBE Flex	1H - GL_SW Bundle Hyperco
PCBE Products	MI - Alletra HCI

PCBE Services	6K - GL_PCBE_IaaS_SaaS
PCBE Products	MJ - Comp for dHCI
GL Flex Solutions Services - PCBE Flex	V9 - GL_Alletra HCI Svcs
GL Flex Solutions Products - PCBE Flex	GB - GL_Hyperconverged
PCBE Services	Y3 - GL_PCBE SVT SaaS
PCBE Services	Y4 - GL_HPEVirtualization
PCBE Products	5Y - Alletra dHCI
GL Flex Solutions Products - PCBE Flex	4C - GL_Alletra dHCI
PCBE Services	HG - GL_SW SS PCBVOL_SaaS
GL Flex Solutions Services - PCBE Flex	HO - GL_SW SS PCBEVoltron
GL Flex Solutions Products - PCBE Flex	KB - GL_Alletra HCI-PCBE
GL Flex Solutions Services - PCBE Flex	HL - GL_SW Subs PCBE
GL Flex Solutions Products - PCBE Flex	YI - GL_Alletra dHCI_MP
PCBE Services	EQ - GL_SW Subs PCBE_SaaS
GL Flex Solutions Products - PCBE Flex	NR - GL_Alletra HCI
GL Flex Solutions Products - PCBE Flex	NS - GL_Comp for dHCI
GL Flex Solutions Products - PCBE Flex	EO - GL_dHCI
GL Flex Solutions Products - PCBE Flex	GC - GL_Hyperconverged SW
PCBE Services	HR - GL_PCBE_SaaS
Morpheus VM Essentials embedded	4M - VM Essentials hypervisor
Morpheus VM Essentials Standalone Software	9S - VM Essentials hypervisor standalone

Award

The Representatives selected as Winners pursuant to this Program shall be entitled to receive a business trip, which shall constitute the (“**Award**”) under this Program. The location designated for the business trip shall be Italy.

Winning criteria

1. The number of Participants per Geography eligible for award will be:

Region	No. of Winners
North America	5
APAC	2
LASER	2
UKIMEA	3
NEW	3
CET	3
INDIA	1
Japan	1

2. Participants must meet the following metrics during the program period:
 - a) Achieve a minimum total sale out of \$125,000 across the Eligible Products.
 - b) VME standalone (PL: 9S or BQ for Greenlake FLEX) must be part of the deal and will concur to the total value of the deal amount (PCBE (Simplivity or Alletra dHCI) + VME 4M is mandatory, 9S/BQ is optional)
 - c) Secure the highest number of new customer acquisitions and win opportunities against Dell VxRail. Meeting this metric will double the chances of earning a winning slot. HPE will validate won opportunities against Dell VxRail as follows:
 - The customer must be in the list of customers of the "VxRail takeout" campaign **launched by HPE globally in May**.
 - For customers not in this list, the Participant will have to submit an official email from the end customer confirming that the end customer is replacing a Dell VxRail system. HPE will validate those emails at its own discretion.
 - d) Ensure each deal meets a minimum unit value of \$35,000.
3. To qualify for a slot, Participants must fulfill all mandatory performance metrics during the program period.
4. The slots will be awarded to the top-performing Participants, based on overall results, until the available slots per GEO are filled.
5. Partner performance growth shall be assessed subject to confirmation by the respective country

Program contact

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Program Terms

1. These terms and conditions govern participants' eligibility, winning criteria and awards of the Program. While participating in the Program the participants commit not to perform any actions which would constitute a violation of HPE Partner Agreement signed by the respective participant's Employer, including compliance and anti-corruption requirements thereto. Nothing in these terms and conditions can be construed as amending or supplementing the terms of such HPE Partner Agreement.
2. Participants agree that they can enter into this Program and their participation in the Program constitutes acceptance of these Terms.
3. By accepting the Terms and Conditions, Participants agree not to perform any actions which would constitute a violation of HPE's compliance and anti-corruption policies, or any applicable anti-corruption laws.
4. Participants who do not have a valid business partner agreement in place with HPE may only redeem Rewards after registering as HPE Business Partners and receiving clearance through the required background screening process conducted by HPE.
5. This Program runs from September 12, 2025 – January 31, 2026 (inclusive). All sales registrations and submittals should be completed at the latest on February 15, 2026.

6. Only sales/activities involving Eligible Products and sales to commercial customers are eligible for this Program. Sales involving public sector customers are excluded.
7. The Program is available only to eligible Participant's/ the employees of authorized HPE partners in good standing with a valid HPE Partner Agreement & Proximity Partners who have cleared background screening, registered, and passed as HPE Business Partners to qualify for the Award. Termination or absence of HPE Partner Agreement with a Participant's employer/Participant shall automatically disqualify the respective Participant from receiving Awards in this Program.
8. Public Sector entities and their employees are ineligible for this Program. The following are "Public Sector entities": Any national, regional, local, or other government agency or department; any public international organization; royal families; candidates for public office and political parties; and any entity that is owned or controlled by or can be considered an instrumentality of any of the foregoing. In the United States, HPE also considers all private and public K-12 educational institutions and libraries to be "Public Sector entities".
9. The Program is valid in regions (EMEA, NA, APAC, JAPAN, INDIA, LASER) with active Engage & Grow program (**"Geography"**).
10. HPE reserves the right to review, modify, extend, or discontinue any and/or all aspects of the Program without prior notice. The Program may be extended by HPE at its sole discretion.
11. The Winners must be an employee of their registered Employer at the time of the event and receipt of the Award in order to claim the Award.
12. The maximum number of winners per country within the GEO will be 2 slots, so in the case of having a country with more than 2 winners, the next slot for that GEO will become the next in the list of different countries.
13. HPE will fund the Award including Representative(s)' (and their guests, if applicable) economy class travel, accommodation, hospitality, meals, organized events, and activities. All other expenses will be the responsibility of the Winner and/or the Representative as determined between them (e.g. spending money). All travel arrangements will be made by HPE's preferred vendors.
14. If a Winner confirms a place for its nominated Representatives and subsequently cancels their attendance after flights have been booked, the place cannot be transferred. If a Representative (or a guest) is unable to attend the trip due to unforeseen events (medical emergencies, urgent family matters etc.), the Winner forfeits the right to receive an award for such Representative.
15. If the Winner cannot attend the slot and the flights have not been booked will be assigned to the next winner in the ranking.
16. The Winner should have a sales position.
17. Representatives (and their guests) are responsible, at their own cost, for obtaining the required travel documentation for travel to the destination country based on their citizenship status and applicable requirements. If any entry or travel requirements are not met and any Representative or guest is declined entry to or travel in the destination country, Winners will not be entitled to any refund.
18. Your guest must be 21 years of age or older. The Representatives are prohibited from bringing guests who are public sector employees (as defined in Section 6 above) and/or employees/representatives of an HPE customer. The Representative will be required to submit the name of the guest, relationship to him/her and the person's employer (if any) in order to claim the award. HPE reserves the right to review and reject any proposed guest if, in HPE's sole discretion, the selection of the guest appears to violate these terms and conditions.
19. Program rewards are for the Winner's personal use only. Winners are not entitled to substitution, cash redemption or transfer of the awards.

20. All country taxation guidelines will be followed for the country of the selected winners. Awards may be subject to applicable taxation and withholdings pursuant to local laws. Winners are solely responsible for any tax implications.
21. The company (ies) that own the trademarks for the Awards referenced herein are not sponsors of participants in and have not endorsed this Program. All third-party marks are the property of their respective owners.
22. Winners shall ensure that they are covered by health and accident insurance. Participants agree to hold HPE and its directors, officers, employees, licensees and assigns harmless against all and any liability and claims and injuries that may arise from or be based upon participation, winning, acceptance and/or use of the award received in connection with this Program including but not limited to liability for personal injury, property damages or other injury or accident.
23. HPE, its affiliates, subsidiaries, parent corporations, and its officers, directors, shareholders, employees, and agents and any and all internet servers and access provider(s) are not responsible for: any incorrect or inaccurate entry information; human error; technical malfunctions or defects of computer systems or websites utilized in the Program, theft, tampering, destruction, or unauthorized access to, or alteration of entries; data processing that is processed late or incorrectly or is incomplete or lost; and any entries that are late, lost, incomplete, misdirected, stolen, mutilated or illegible. Submitting false, fraudulent, or misleading information in connection with the Program may result in adverse actions including, but not limited to, in disqualification from this Program, future HPE Programs, and civil or criminal liability to the submitter. HPE reserves the right to audit information provided in registration and the supporting documentation for all claims made under this Program.
24. For the purposes of this Program, HPE cannot guarantee the performance of any third party and to the extent permitted by applicable law shall not be liable for any act or default by a third party.
25. Participants agree that they are familiar with the US Foreign Corrupt Practices Act ("FCPA") and other similarly applicable legislation, and shall not in connection with participation in the Program make any payment or transfer anything of value to, offer, promise or give a financial or other advantage to, or request or agree to receive or accept a financial or other advantage from, either directly or indirectly: any government official or employee (including employees of a government corporation or public international organization), political party, or candidate for public office; or to any other person with an intent to obtain or retain business or gain an improper business advantage.
26. Any personal data which you may provide when you participate in this Program will only be used by HPE in accordance with its Privacy Statement available at <https://www.hpe.com/us/en/legal/privacy.html> and if applicable, its subcontractors or service providers, for the purposes of this Program and Participants consent to use of their data for these purposes.
27. To the extent permitted by applicable law, HPE has the final decision regarding all matters related to this Program.
28. This Program shall be governed and construed by the laws specified in the valid HPE Partner Agreement with the Participant's Employer and be subject to the jurisdiction of the courts stated in such HPE Partner Agreement.

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