

HP INC.
BOARD OF DIRECTORS
HR AND COMPENSATION COMMITTEE CHARTER

I. Purpose and Authority

The purposes of the HR and Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of HP Inc. (“HP”) are:

1. To represent and assist the Board in fulfilling its responsibilities for generally overseeing compensation of HP’s executives and directors;
2. To review and discuss with management the Compensation Discussion and Analysis and perform such other reviews and analyses and make such additional disclosures as required of compensation committees by the rules of the Securities and Exchange Commission (“SEC”) or applicable stock exchange listing requirements;
3. To provide general oversight of HP’s compensation structure including equity compensation plans and benefits programs;
4. To review and provide guidance to management and the Board on HP’s HR programs such as its global workforce management programs, talent review and leadership development, succession planning, and best place to work initiatives; and
5. To perform such other duties and responsibilities as are enumerated in or consistent with this charter or as delegated by the Board.

II. Membership

1. Membership and Appointment. The Committee will consist of three directors, or such greater number of directors as the Board appoints.
2. Qualifications; Independence. Each director on the Committee will have such qualifications as the Board determines. In addition, each director on the Committee must be independent within the meaning of applicable laws, listing standards and HP’s Corporate Governance Guidelines, as the Board determines. In addition, members of the Committee will qualify as “non-employee directors” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “1934 Act”). Any action duly taken by the Committee during a period in which one or more of the members subsequently is determined to have failed to meet the membership qualifications shall nevertheless constitute duly authorized action of the Committee and shall be valid and effective for all purposes, except to the extent required by law or determined appropriate by the Committee to satisfy regulatory standards.
3. Removal. The entire Committee or any individual director on the Committee

may be removed with or without cause by the affirmative vote of a majority of the Board upon the recommendation of the Nominating, Governance and Social Responsibility Committee (the “NGSR Committee”).

4. Chairman. The Board may designate a Chairman of the Committee (the “Chairman”). In the absence of such designation, the Committee may designate the Chairman by majority vote of the Committee. From time to time the Chairman may establish such other rules as are necessary and proper for the conduct of the business of the Committee.

III. Procedures

1. Number of Meetings. The Committee will convene at least four times each year, with additional meetings as appropriate.
2. Agenda. The Chairman will establish the agenda, with input from management, staff, the Chairman of the Board, the Lead Independent Director of the Board (if any) and other directors on the Committee and the Board as appropriate.
3. Executive Sessions. As appropriate, the Committee may meet in executive sessions.
4. Delegation of Authority.
 - a. The Committee may create a subcommittee of the Committee consisting of one or more directors on the Committee and may delegate any of its duties and responsibilities to such subcommittee, unless otherwise prohibited by applicable laws or listing standards.
 - b. The Committee may delegate any of its duties and responsibilities, including the administration of equity incentive or employee benefit plans, to one or more directors on the Committee, another director or other persons, unless otherwise prohibited by applicable laws or listing standards.
 - c. Any subcommittee, director or other person will provide a written or oral report to the Committee regarding any activities undertaken pursuant to such delegation.
 - d. The Committee may terminate any such subcommittee and revoke any such delegation at any time.
5. Authority to Retain Advisors. In the course of its duties, the Committee will have access to HP’s human resources, legal and accounting staffs and other personnel as it deems necessary to carry out its responsibilities. In addition, the Committee will have the authority, in its sole discretion, to engage and terminate consultants, outside counsel, and other experts and advisors as the

Committee deems advisable, including any compensation consultant used to assist in the evaluation of director, Chief Executive Officer (“CEO”) or executive compensation or other matters (collectively, “Advisors”). The Committee will be directly responsible for the appointment, compensation and oversight of the work of any Advisors retained by the Committee, and will receive appropriate funding, as determined by the Committee, from HP for payment of reasonable compensation to any Advisors.

6. Assess Independence of Advisors. The Committee will assess the independence of all Advisors (whether retained by the Committee or management) that provide advice to the Committee, in accordance with applicable listing standards. At least annually, the Committee will assess whether the work of compensation consultants involved in determining or recommending the amount or form of executive or director compensation has raised any conflict of interest that is required to be disclosed in HP’s annual proxy statement.
7. Charter Review. The Committee annually will review and reassess the adequacy of this charter and will submit any recommended changes to the charter to the NGSR Committee and the Board for approval.
8. Performance Review. The Committee annually will undertake an evaluation assessing its performance with respect to its purposes and its duties and tasks set forth in this charter, and will report the results of such evaluation to the NGSR Committee and the Board.
9. Reporting to the Board. The Committee will report regularly to the Board with respect to the Committee’s activities. As a matter of practice, the Committee expects to discuss with the Board significant matters, such as material changes to officer (within the meaning of Section 16 of the 1934 Act (“Section 16 Officer”)) compensation, change-in-control and severance arrangements, and other significant matters.

IV. Roles and Responsibilities

The following responsibilities of the Committee are set forth as a guide to the Committee with the understanding that the Committee may alter or supplement them as appropriate under the circumstances to the extent permitted or required by applicable laws and listing standards, or by direction or resolution of the Board.

1. Evaluate Human Resources and Compensation Strategies. The Committee will oversee, approve, and evaluate HP’s overall human resources and compensation structure, policies, programs, and practices, and assess whether these establish appropriate incentives and leadership development opportunities for management and other employees, and confirm they do not encourage risk taking that is reasonably likely to have a material adverse effect on HP. Additionally, the Committee will oversee HP’s total rewards program

that seeks to attract and retain key talent, foster a high-performance culture, and promote employee engagement throughout the organization.

2. Oversee Executive Succession Planning and Leadership Development; Recommend Designation of Section 16 Officers. The Committee will review senior management selection and oversee executive succession planning. As part of this process, the Committee will review the leadership development process for senior management positions. The Committee also will review compensation, incentive and other programs to promote such development. The Committee shall review and make recommendations to the Board on the selection of Section 16 Officers and removal of any individual from Section 16 Officer status.
3. Conduct Executive Performance Review and Set Executive Compensation. The Committee will review and approve goals and objectives relevant to the compensation of the CEO of HP, evaluate the performance of the CEO annually in light of those goals and objectives (such evaluation process to be coordinated by the Chairman of the Board and the Lead Independent Director (if any), with input from all non-employee directors), and recommend to the independent directors of the Board for approval all elements of the CEO's compensation, including salary and short-term and long-term incentive awards, based on this evaluation and such other factors as the Committee deems appropriate. The Committee will also review annually and approve all elements of the compensation of other Section 16 Officers, including salaries and short-term and long-term incentive awards, based on the performance evaluations undertaken by the CEO and reviewed by the Committee, and such other factors as the Committee deems appropriate. The Committee shall review market and industry data as it deems appropriate for evaluating any or all elements of compensation, which shall include reviewing against a peer community (and the Committee will approve a group of peer companies for such purpose). In addition, the Committee may, in its discretion, act upon management proposals with respect to, or otherwise award stock options, stock, bonuses or other incentives to other key employees.
4. Approve Severance and Hiring Arrangements and Other Applicable Agreements and Policies. The Committee will review and approve severance arrangements and hiring packages for the CEO and other Section 16 Officers (including those who will be made offers to become or to join HP as Section 16 Officers), including change-in-control provisions and other applicable plans, agreements and policies, and, to the extent that any such agreements are entered into, employment agreements for the CEO and other Section 16 Officers. On the recommendation of management, the Committee shall review and approve the eligibility of individual members of the Executive Council who are not Section 16 Officers to participate in severance arrangements, including change-in-control provisions, applicable to Section 16 Officers. The Committee shall approve and oversee the application and periodic assessment of HP's recoupment (clawback) policy with respect to Section 16 Officers,

including any regulatory requirements and amendments thereto.

5. External Reporting of Compensation Matters; Stockholder Advisory Votes and Proposals. The Committee will review and discuss with management the Compensation, Discussion and Analysis and prepare the compensation committee report, each as required by the proxy rules of the SEC to be included in HP's annual report, annual proxy statement, or similar document, and will take such other action as may be required by SEC rules or applicable stock exchange listing requirements. The Committee shall review the results of stockholder advisory votes on HP's executive compensation program and recommend to the Board or the NGSR Committee how to respond to such votes, including recommending any change in the frequency of such votes. The Committee shall review and make recommendations to the NGSR Committee with respect to stockholder proposals on compensation matters. The Committee will oversee stockholder communications and engagement efforts with stockholders on executive compensation matters and recommend to senior management, the Board or the NGSR Committee how to respond to stockholder feedback. The Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal and other conditions, and shall fulfill any disclosure, reporting or other requirements imposed on or required on compensation committees of public companies by the SEC, or applicable listing requirements or other applicable laws, rules and regulations.
6. Adoption and Oversight of Equity and Incentive Compensation Plans. The Committee may approve adoption of such equity and incentive plans as it deems appropriate, and shall approve adoption of any such plans covering Section 16 Officers, in each case in the discretion of the Committee, except that in the case of any plan or matter required to be submitted for approval to stockholders, the Committee shall recommend such plan or matter to the full Board for submission to stockholders. The Committee will oversee the administration of HP's equity plans and the incentive compensation plans covering Section 16 Officers, and to the extent that such actions do not require stockholder approval, may approve, amend, modify, interpret or ratify the terms of, or terminate any such plans and any awards made under such plans. In addition, the Committee may authorize the assumption of equity outside a plan in acquisitions of a size that, pursuant to a policy approved by the Finance, Investment and Technology Committee of the Board, do not require review or approval of the Board.
7. Oversight of Employee Benefit Plans. The Committee will monitor the effectiveness of non-equity based benefit plan offerings, including but not limited to non-qualified deferred compensation, fringe benefits and any perquisites, in particular those pertaining to Section 16 Officers, and approve any material new employee benefit plan or change to an existing plan that creates a material financial commitment by HP. In its discretion, the Committee may otherwise approve, amend, modify, ratify or interpret the

terms of, or terminate, any non-equity based benefit plan or delegate such authority to the extent such delegation is permitted. In regard to employee benefit plans, the Committee's role shall be one of oversight and, except as the Committee otherwise expressly determines or applicable law otherwise expressly requires, the Committee shall not act as a fiduciary with respect to any benefit plans or programs under the Employee Retirement Income Security Act of 1974 or otherwise.

8. Monitor Workforce Management Programs. The Committee will monitor the effectiveness of workforce management programs that are global in scope, including global restructuring programs. The Committee also will periodically review reports in order to monitor workforce diversity and equal employment opportunity issues, pay equity and employee engagement and cultural initiatives.
9. Recommend Director Compensation. The Committee will establish compensation policies and practices for directors for service on the Board and its committees. The Committee will annually review the appropriate level and form of director compensation and recommend to the independent directors of the Board any proposed changes to such compensation.
10. Monitor Director and Executive Stock Ownership. From time to time, the Committee will adopt such guidelines for the ownership and retention of HP stock by directors and Section 16 Officers, shall adopt such other policies with respect to stock ownership and retention by directors and Section 16 Officers as it deems appropriate, and shall monitor compliance with such guidelines and policies.

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