

# Sustainable Impact: Go Beyond with HP

2022 Sustainable Impact  
Report Webcast

August 2, 2023





# Welcome & Opening Remarks



**Orit Keinan-Nahon**

Global Head of IR



# Forward-looking Statements

This presentation contains forward-looking statements based on current expectations and assumptions that involve risks and uncertainties. If the risks or uncertainties ever materialize or the assumptions prove incorrect, they could affect the business and results of operations of HP Inc. and its consolidated subsidiaries ("HP") which may differ materially from those expressed or implied by such forward-looking statements and assumptions. All statements other than statements of historical fact are statements that could be deemed forward-looking statements, including, but not limited to, any statements regarding the impact of the COVID-19 pandemic; projections of net revenue, margins, expenses, effective tax rates, net earnings, net earnings per share, cash flows, benefit plan funding, deferred taxes, share repurchases, foreign currency exchange rates or other financial items; any projections of the amount, timing or impact of cost savings or restructuring and other charges, planned structural cost reductions and productivity initiatives; any statements of the plans, strategies and objectives of management for future operations, including, but not limited to, our business model and transformation, our sustainability goals, our go-to-market strategy, the execution of restructuring plans and any resulting cost savings (including the fiscal 2023 plan), net revenue or profitability improvements or other financial impacts; any statements concerning the expected development, demand, performance, market share or competitive performance relating to products or services; any statements concerning potential supply constraints, component shortages, manufacturing disruptions or logistics challenges; any statements regarding current or future macroeconomic trends or events and the impact of those trends and events on HP and its financial performance; any statements regarding pending investigations, claims, disputes or other litigation matters; any statements of expectation or belief as to the timing and expected benefits of acquisitions and other business combination and investment transactions (including the recent acquisition of Plantronics, Inc. ("Poly")); statements relating to future progress toward, and achievement of, HP's environmental, social, and governance goals set forth in this presentation, including future net GHG emissions; and any statements of assumptions underlying any of the foregoing. Forward-looking statements can also generally be identified by words such as "future," "anticipates," "believes," "estimates," "expects," "intends," "plans," "predicts," "projects," "will," "would," "could," "can," "may," and similar terms.

Risks, uncertainties and assumptions that could affect our business and results of operations include factors relating to the impact of macroeconomic and geopolitical trends, changes and events, including the Russian invasion of Ukraine and tension across the Taiwan Strait and the regional and global ramifications of these events; recent volatility in global capital markets, increases in benchmark interest rates, the effects of inflation and instability of financial institutions; risks associated with HP's international operations; the effects of the COVID-19 pandemic; the execution and performance of contracts by HP and its suppliers, customers, clients and partners, including logistical challenges with respect to such execution and performance; changes in estimates and assumptions HP makes in connection with the preparation of its financial statements; the need to manage (and reliance on) third-party suppliers, including with respect to component shortages, and the need to manage HP's global, multi-tier distribution network, limit potential misuse of pricing programs by HP's channel partners, adapt to new or changing marketplaces and effectively deliver HP's services; HP's ability to execute on its strategic plans, including the previously announced initiatives, business model changes and transformation; execution of planned structural cost reductions and productivity initiatives; HP's ability to complete any contemplated share repurchases, other capital return programs or other strategic transactions; the competitive pressures faced by HP's businesses; risks associated with executing HP's strategy and business model changes and transformation; successfully innovating, developing and executing HP's go-to-market strategy, including online, omnichannel and contractual sales, in an evolving distribution, reseller and customer landscape; the development and transition of new products and services and the enhancement of existing products and services to meet evolving customer needs and respond to emerging technological trends; successfully competing and maintaining the value proposition of HP's products, including supplies; challenges to HP's ability to accurately forecast inventories, demand and pricing, which may be due to HP's multi-tiered channel, sales of HP's products to unauthorized resellers or unauthorized resale of HP's products or our uneven sales cycle; integration and other risks associated with business combination and investment transactions; the results of our restructuring plans (including the fiscal 2023 plan), including estimates and assumptions related to the cost (including any possible disruption of HP's business) and the anticipated benefits of our restructuring plans; the protection of HP's intellectual property assets, including intellectual property licensed from third parties; the hiring and retention of key employees; disruptions in operations from system security risks, data protection breaches, cyberattacks, extreme weather conditions or other effects of climate change, medical epidemics or pandemics such as the COVID-19 pandemic, and other natural or manmade disasters or catastrophic events; the impact of changes to federal, state, local and foreign laws and regulations, including environmental regulations and tax laws; our aspirations related to environmental, social and governance matters; potential impacts, liabilities and costs from pending or potential investigations, claims and disputes; and other risks that are described in HP's Annual Report on Form 10-K for the fiscal year ended October 31, 2022, and HP's other filings with the Securities and Exchange Commission ("SEC").

As in prior periods, the financial information set forth in this presentation, including any tax-related items, reflects estimates based on information available at this time. While HP believes these estimates to be reasonable, these amounts could differ materially from reported amounts in HP's Annual Report on Form 10-K for the fiscal year ended October 31, 2023, HP's Quarterly Reports on Form 10-Q for the fiscal quarters ending April 30, 2023, and July 31, 2023, and HP's other filings with the SEC. The forward-looking statements in this presentation are made as of the date of this presentation and HP assumes no obligation and does not intend to update these forward-looking statements. Throughout this presentation, we use the definition of "materiality" from the GRI (Global Reporting Initiative) Standards, which is different from the term as it has been defined by or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as used in the context of our financial statements and financial reporting, or our reports filed with the SEC. Topics identified as ESG material for the purpose of this document should not be construed as being material for SEC or other financial reporting purposes. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

HP's Investor Relations website at [investor.hp.com](https://investor.hp.com) contains a significant amount of information about HP, including financial and other information for investors. HP encourages investors to visit its website from time to time, as information is updated and new information is posted. The content of HP's website is not incorporated by reference into this presentation or in any other report or document HP files with the SEC, and any references to HP's website are intended to be inactive textual references only.



# Today's Presenters



**Enrique Lores**  
President & CEO



**James McCall**  
Chief Sustainability Officer





# Agenda

01

## Leading with Sustainable Impact

Enrique Lores | President & CEO

*Embedded in HP's strategy and operations;  
good for the planet and good for our business*

02

## Industry Pioneer in Sustainable Impact

James McCall | Chief Sustainability Officer

*Focused in Three Interconnected Areas: Climate  
Action, Human Rights, and Digital Equity*

03

Q&A

*Recently Published  
2022 HP Sustainable  
Impact Report*

[Access Here](#)





# Leading with Sustainable Impact



Enrique Lores

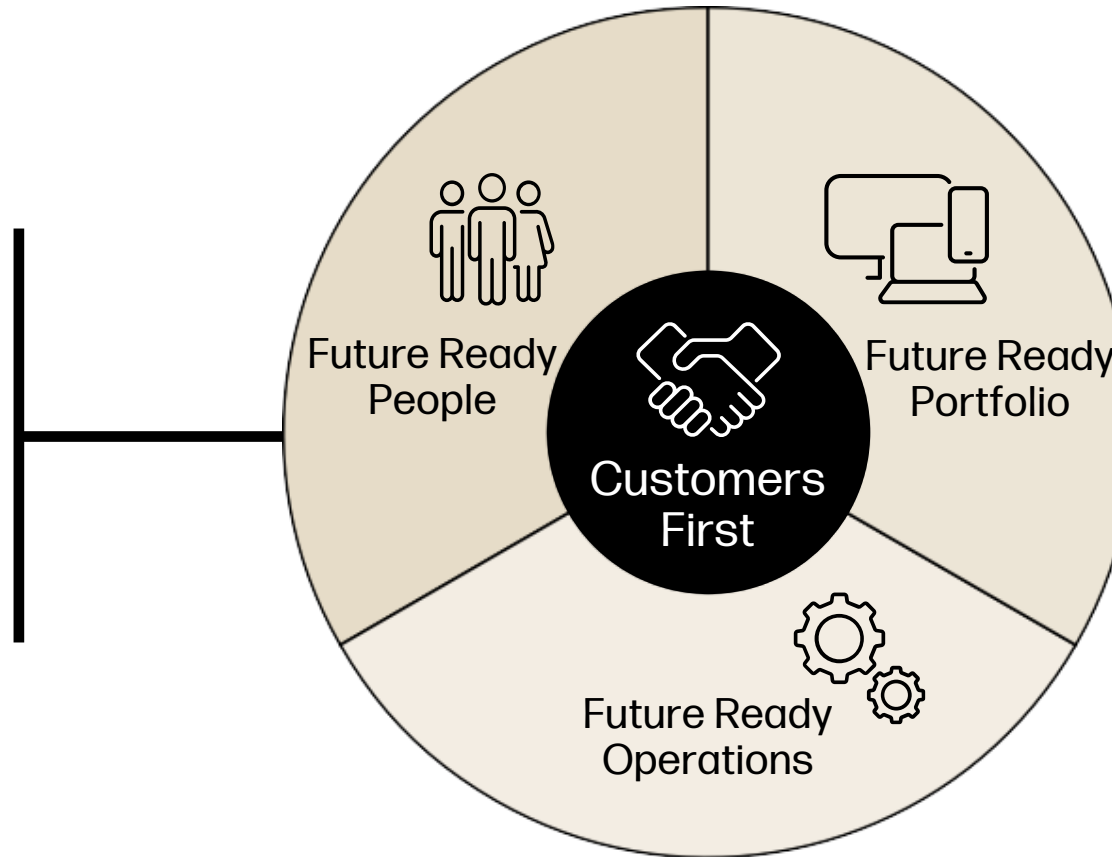
President & CEO





# Future Ready Framework

## Positioning HP for Long-term Sustainable Growth



# A Global Tech Leader with a Foundation in Sustainable Impact

Key Facts*	Palo Alto, CA (US) Corporate HQ	Fortune 100 Company	180+ Countries with Operations	58K (51K excluding Poly) Employees Globally <sup>1</sup>
------------	------------------------------------	------------------------	-----------------------------------	---

## Our Corporate Strategy Enables Us to be Future Ready

Financial		Delivering long-term sustainable growth
Portfolio		Build a more growth-oriented portfolio, while we continue to lead decisively in our core businesses
Transform / Digital		Become a more digital company to streamline operations and enable new customer value propositions
Sustainable Impact		Become the most sustainable and just IT company; focus on Climate Change, Human Rights, and Digital Equity
Talent & Culture		A school for leaders built on Agility, Customer Centricity, and Ambition

## Sustainability is a Key Enabler

- ✓ Catalyst for Innovation
- ✓ Expands Growth Portfolio
- ✓ Attracts and Retains Talent
- ✓ Drives Business Results





# Innovating with Sustainability to Meet Evolving Customer Demands



**60%+**

of HP's Total Revenue is Linked  
to Sustainable Products  
in Accordance with  
**Corporate Knights**



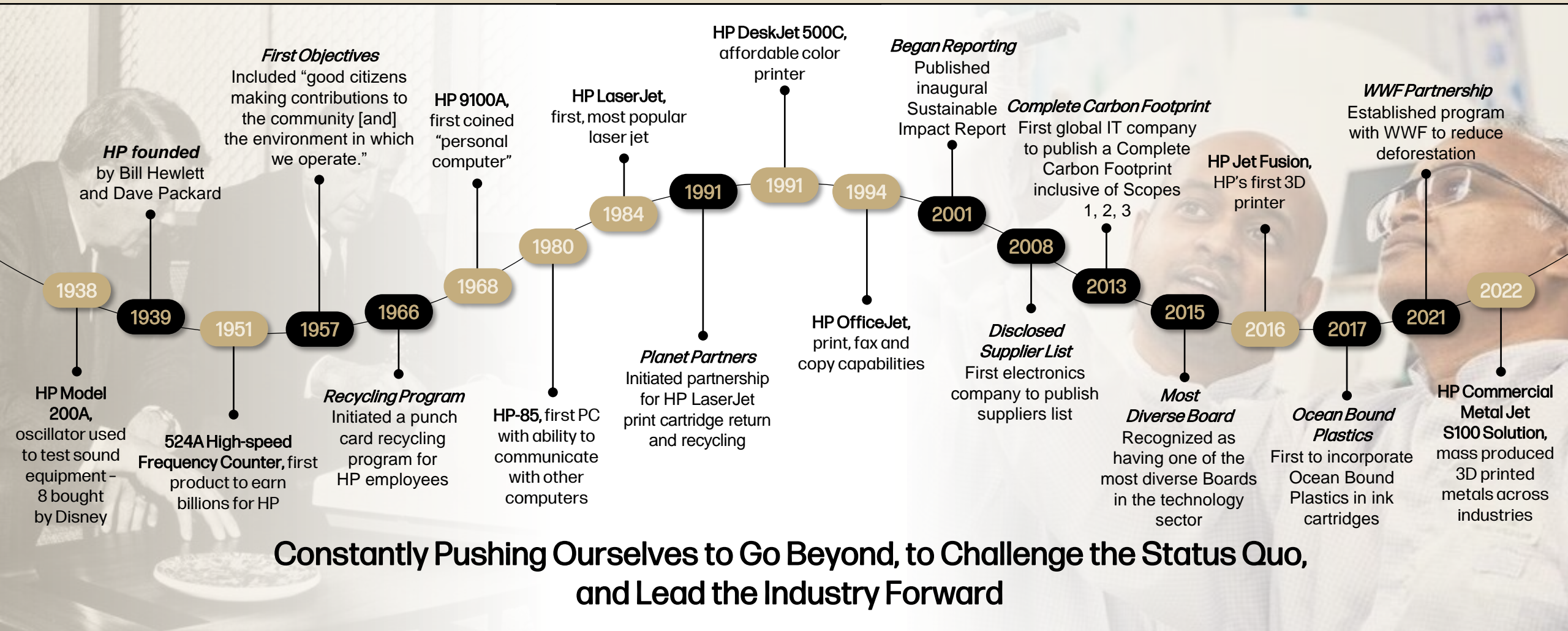
**95%+**

Home and Office Printers,  
Laptops, Notebooks, Displays, and  
Workstations Shipped in 2022  
**Included Recycled Materials**

**In a Highly Competitive Industry, Our Increasing Sustainability Leadership  
Drives Distinctive Competitive Advantage**

# 80+ Years of Taking Action

## 20+ Years of Reporting Progress on Sustainability

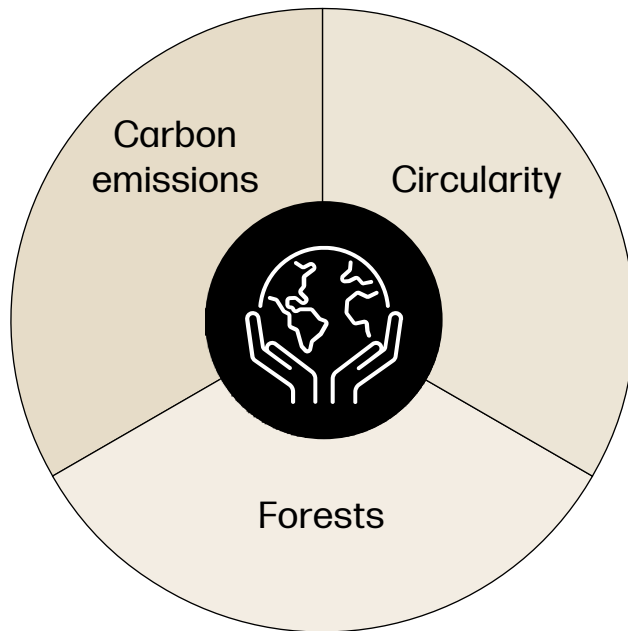




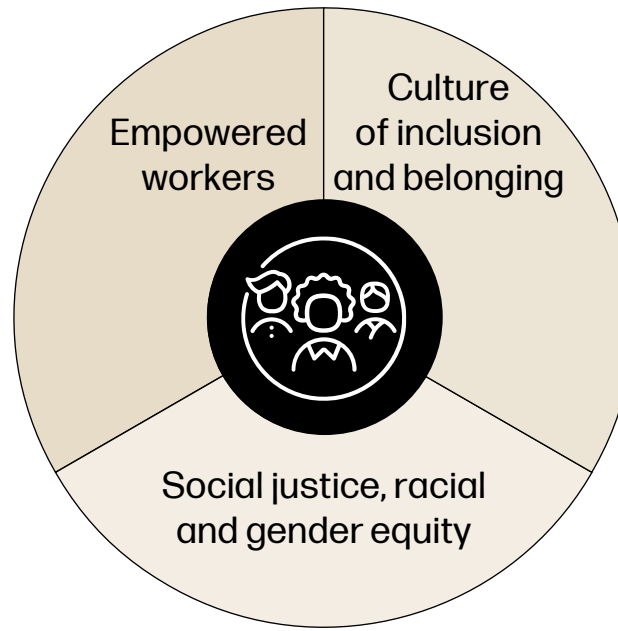
# Driving an Aggressive Strategy in Areas Where We Can have the Greatest Impact

## Organized Around Three Key Focus Areas

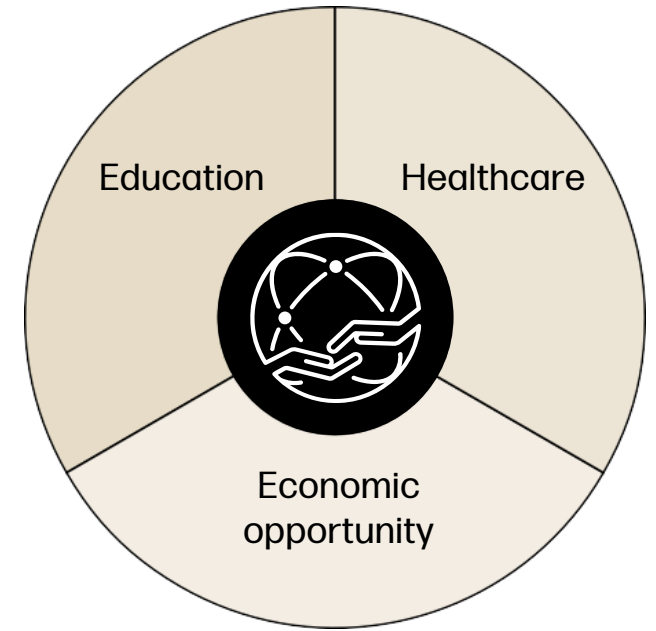
### Climate Action



### Human Rights



### Digital Equity



# Committed to Measuring and Disclosing Achievements

## Climate Action

Goal	Goal progress
<b>Carbon Emissions</b>	
Reduce HP value chain GHG emissions by 50% by 2030 (compared to 2019), and achieve net zero emissions by 2040 <sup>2</sup>	<div><div></div></div>
Reduce Scope 1 and Scope 2 GHG emissions from global operations by 65% by 2025, compared to 2015 <sup>3</sup>	<div><div></div></div>
Use 100% renewable electricity in our operations by 2025	<div><div></div></div>
<b>Circularity</b>	
Reach 75% circularity for products and packaging by 2030 <sup>4</sup>	<div><div></div></div>
Recycle 1.2M tonnes of hardware and supplies by 2025 (vs. 2016)	<div><div></div></div>
Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025 <sup>5</sup>	<div><div></div></div>
Eliminate 75% of single-use plastic packaging by 2025 (vs. 2018) <sup>6</sup>	<div><div></div></div>
Reach zero waste in HP operations by 2025 <sup>7</sup>	<div><div></div></div>
<b>Forests</b>	
Counteract deforestation for non-HP paper used in our products and print services by 2030 <sup>8</sup>	Counteracting non-HP paper: <div><div></div></div>
Continue to source only sustainable fiber for all HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays <sup>9</sup>	
<b>Water</b>	
Reduce potable water withdrawal in global operations by 35% by 2025, compared to 2015, focusing on high-risk sites	<div><div></div></div>

## Human Rights

Goal	Goal progress
<b>Empowered Workers</b>	
Reach 1M workers via worker empowerment programs by 2030 (began in 2015) <sup>10</sup>	<div><div></div></div>
<b>Social Justice, Racial and Gender Equity</b>	
Achieve 50/50 gender equality in HP leadership by 2030 <sup>11</sup>	<div><div></div></div>
Achieve 30%+ technical women and women in engineering, by 2030	<div><div></div></div>
Double number of Black/African American executives by 2025 (vs. 2020) <sup>12</sup>	<div><div></div></div>
Double Black/African American technical representation in U.S. by 2025 (vs. 2020) <sup>13</sup>	<div><div></div></div>
Meet or exceed labor market representation for racial/ethnic minorities in U.S. by 2030	<div><div></div></div>
<b>Culture of Inclusion and Belonging</b>	
Maintain 90%+ rating on internal inclusion index for all employee demographics annually <sup>14</sup>	<div><div></div></div>
<b>Ethics</b>	
Maintain greater than 99% completion rate of annual Integrity at HP training among active HP employees and the Board of Directors	<div><div></div></div>

## Digital Equity and Philanthropy

Goal	Goal progress
<b>Digital Equity</b>	
Accelerate digital equity for 150M people by 2030, since beginning of 2021 <sup>15</sup>	<div><div></div></div>
Enable better learning outcomes for 100M people by 2025, since beginning of 2015 <sup>16</sup>	<div><div></div></div>
Enroll 1.5M HP LIFE users between 2016 and 2030	<div><div></div></div>
<b>Community Giving and Volunteerism</b>	
Contribute US \$100M in HP Foundation and employee community giving by 2025 (cumulative since beginning of 2016) <sup>17</sup>	<div><div></div></div>
Contribute 1.5M employee volunteering hours by 2025 (cumulative since the beginning of 2016)	<div><div></div></div>



# Demonstrated Commitment to Sustainable Impact Governance

## HP Board of Directors

Nominating, Governance, and Social Responsibility Committee | HR and Compensation Committee

## Executive Leadership Team Sponsors

Chief Supply Chain Officer | Chief Corporate Affairs & Communications Officer | Chief People Officer

## Sustainable Impact Leadership

Chief Sustainability Officer | Chief Diversity Officer | Global Head of Finance – Sustainability

## Sustainable Impact Program Management Office

Climate Action

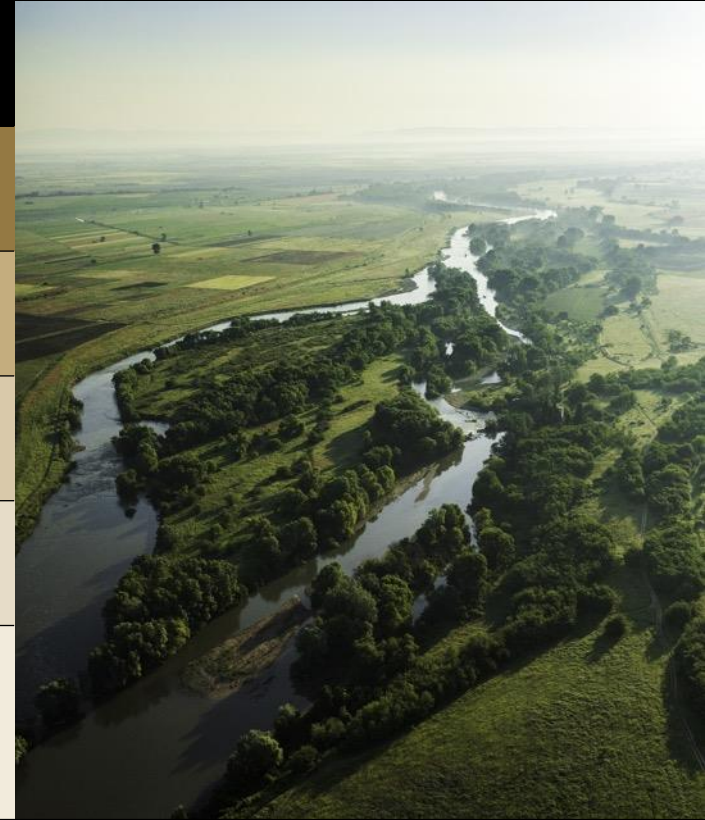
Human Rights

Digital Equity

HP Foundation

## Sustainable Impact Steering Committee

Composed of vice presidents from business units and functions across HP, who represent the Sustainable Impact work in their organizations to meet the company's sustainability vision and goals



## Performance Against Sustainable Impact Targets Tied to Executives' Total Compensation

# Recognition and Accolades: Third-Party Validation of Our Sustainability Efforts



*Only Tech Company Globally to Receive a Triple "A" Score, for 4<sup>th</sup> Consecutive Year*



*Rated Among Top 1% of Companies for Social/Environmental Efforts for 13<sup>th</sup> Consecutive Year*



*Named for 4<sup>th</sup> Consecutive Year*



Member of  
Dow Jones  
Sustainability Indices  
Powered by the S&P Global CSA



## Recognized as One of the World's Most Sustainable Companies



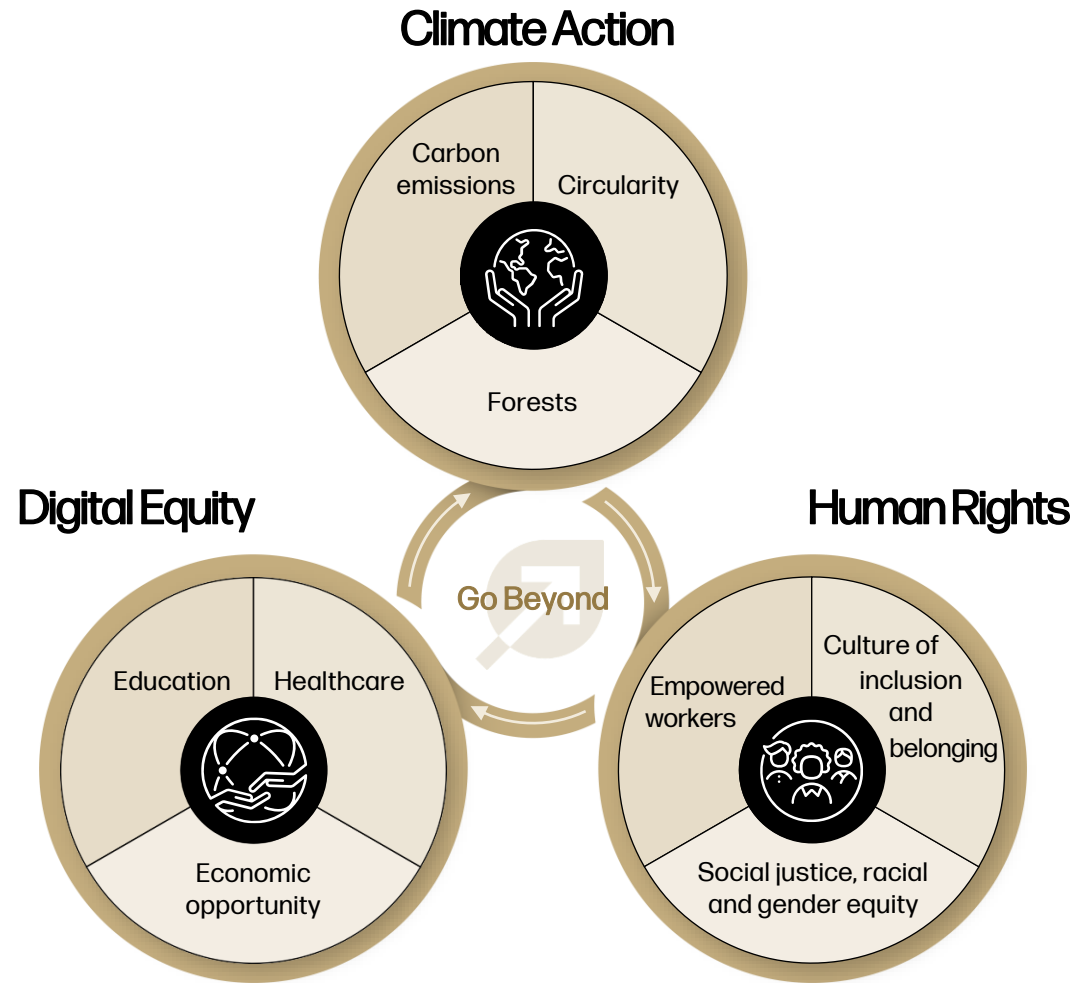
# Industry Pioneer in Sustainable Impact



**James McCall**  
Chief Sustainability Officer



# Go Beyond with Sustainable Impact



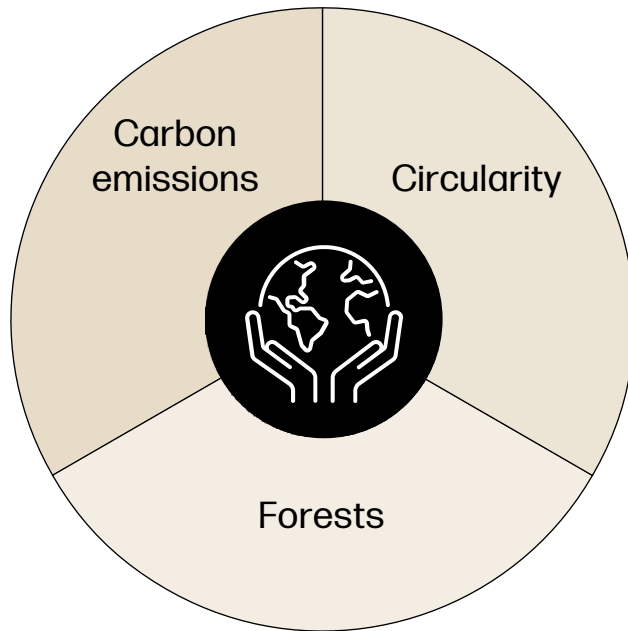


# Sustainable Impact Highlights Reel



# Driving a Clear Sustainable Impact Strategy

## Climate Action



## Human Rights



## Digital Equity





# Carbon Emissions: Opportunities for Impact Go Far Beyond HP Operations



HP 2022 Carbon Footprint  
26,899,500 Tonnes of CO<sub>2</sub>e

**36%**  
Products &  
Solutions

**63%**  
Supply  
Chain

**1%:** HP Operations

## Addressing End-to-end Footprint through Actions Including

- ✓ Increasing circular product design, resulting in resource efficiency and greater durability/less waste
- ✓ Partnering with suppliers to set science-based GHG emissions-reduction targets
- ✓ Using more renewable energy in HP operations

**7th**

**Consecutive Year**  
HP was Named by  
CDP as a Supplier  
Engagement Leader



# Carbon Emissions Progress: 2022



## GOAL

Reduce HP value chain GHG emissions by 50% by 2030 (compared to 2019), and achieve net zero emissions by 2040<sup>2</sup>

Reduce Scope 1 and 2 GHG emissions from global HP operations by 65% by 2025, compared to 2015<sup>3</sup>

Use 100% renewable electricity in HP operations by 2025

## 2022 PROGRESS

Carbon footprint was 18% less vs. 2019

Scope 1 and 2 GHG emissions from global HP operations were 61% less vs. 2015 baseline

~55% of global electricity consumption derived from renewable electricity





# Circularity: The Future of Production and Consumption



**Every Second**

HP Ships 1.7 PCs  
and 1 Printer

**873.5K Tonnes**

of Materials Utilized in  
Our Products  
and Packaging (2022)

**1B+**

HP Print Cartridges  
Returned to HP Planet Partners  
Recycling Program\*



Shifting Customer Preferences Demand Action  
Toward a Circular Economy

# Circularity Progress: 2022



GOAL	2022 PROGRESS
Reach 75% circularity for products and packaging by 2030 <sup>4</sup>	Reached 40% circularity, by weight <sup>18</sup>
Recycle 1.2M tonnes of hardware and supplies by 2025 (vs. 2016)	Recycled 879,100 tonnes
Use 30% postconsumer recycled content plastics across HP's personal systems and print product portfolio by 2025 <sup>5</sup>	Used ~15% postconsumer recycled content plastics in HP products
Eliminate 75% of single-use plastic packaging by 2025 (vs. 2018) <sup>6</sup>	55% reduction
Reach zero waste in HP operations by 2025 <sup>7</sup>	Achieved an 87.7% landfill diversion rate globally





# Go Beyond Innovation Case Study: Print and Compute as a Service



CHALLENGE	HP'S SERVICE-BASED SOLUTIONS	OUTCOMES
<ul style="list-style-type: none"><li>• Service-based solutions designed to deliver increased value through reduced environmental impact and capital costs</li><li>• Customer advantage: access to latest technology</li></ul>	<p><b>Workforce Solutions:</b> empower customers with technology solutions growing with the way they work</p> <ul style="list-style-type: none"><li>• <b>HP Device as a Service (DaaS)</b><sup>19</sup>: device lifecycle mgmt.</li><li>• <b>HP Renew Services</b><sup>20</sup>: enables customers to accelerate their sustainability goals through more responsible computing practices</li><li>• <b>HP Managed Print Services:</b> optimizes and manages customer printer fleets, digital workflows, and paper consumption</li></ul> <p><b>HP Instant Ink:</b> Subscription-based customer service for ink or toner needs<sup>21</sup></p>	<ul style="list-style-type: none"><li>✓ Reduced waste and decreasing GHG emissions</li><li>✓ Recapture value from materials – repair, reuse, recycle options</li><li>✓ Capture valuable customer insights and needs from ongoing relationships</li></ul>

## Subscription Model Driving Improved Customer Experience and Sustainable Impact



# Forests: Critical Natural Resource to Combat Climate Change



**173.2K Tonnes**

of HP Printer and  
Copier Paper Were  
Sold in 2022

**95%**

of HP's Fiber Footprint Comes  
from Non-HP Paper Used by  
Our Customers

**~2M**

Trees Planted with Partners Like  
the Arbor Foundation, WWF, and  
Conservation International  
in 2022



**Our Approach to Forest Conservation Goes Beyond Planting Trees**



# Forests Progress: 2022



## GOAL

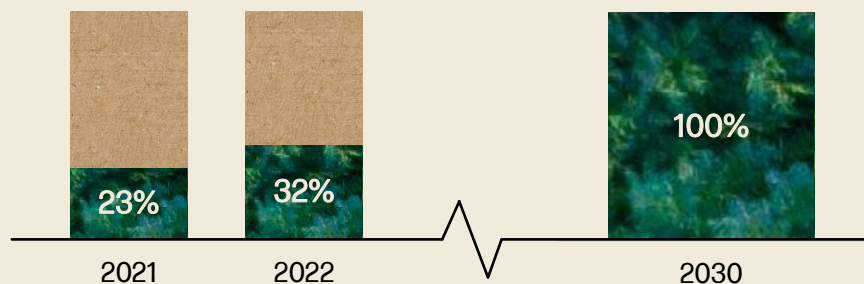
Counteract deforestation for non-HP paper used in our products and print services by 2030<sup>8</sup>

Continue to source only sustainable fiber for all HP-branded paper and paper-based packaging for home and office printers, supplies, PCs, and displays<sup>9</sup>

## 2022 PROGRESS

Addressed 32% of our total fiber footprint for paper used in our products and print services<sup>22,23</sup>

**Progress Toward Our 2030 Counteract Deforestation Goal**  
*Percentage Achieved*



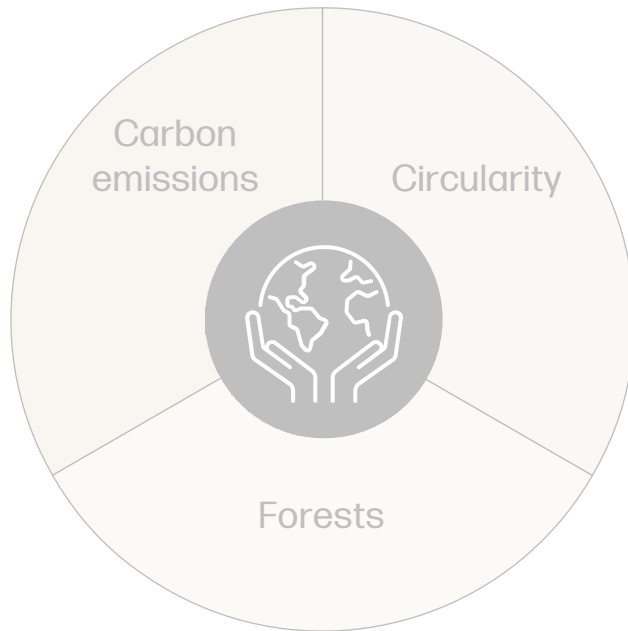
## Path to Forest Positive – Five Key Focus Areas

- 1 Engineering efficient paper consumption:** increased efficiency in paper consumption by up to 30% with HP pull-printing<sup>24</sup>
- 2 Responsibly sourcing HP paper and packaging:** transitioned 5M printers to recycled paper-based packaging in 1 year
- 3 Protecting, managing, and restoring forests:** Partnering with NGOs to improve management and conservation of 1M+ acres of forests<sup>25</sup>
- 4 Supporting development of science-based targets for forest conservation:** first company to pilot methodology for science-based targets for forests with WWF
- 5 Influencing industry partners to inspire forest positive action:** founded Sustainable Forests Collaborative in 2020 – comprised on paper companies and NGO partner advisors to inspire forest positive action across print industry<sup>25</sup>

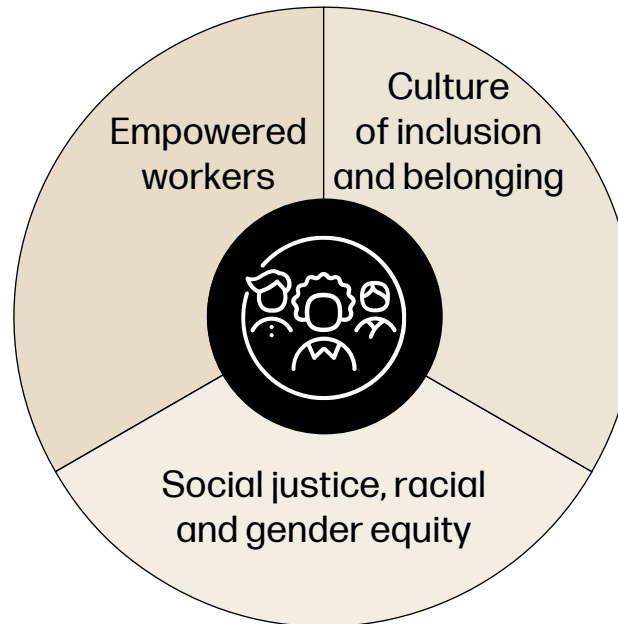


# Driving a Clear Sustainable Impact Strategy

## Climate Action



## Human Rights



## Digital Equity



# Human Rights: Clear and Uncompromising Commitment



**58K\* Employees<sup>1</sup>  
Across 56 Countries**

Embrace an Inspirational  
Company Culture, Critical to  
Attracting, Retaining, and  
Inspiring Top Talent

**396K Supply Chain  
Workers Reached**

through Worker  
Empowerment Programs

**Top 5**

Rank Among ICT Companies on  
Supply Chain Human Rights by  
World Benchmarking Alliance



**Building a Culture of Equality, Empowerment, and Ethical Labor Practices within HP and Beyond**

# Human Rights Progress: 2022



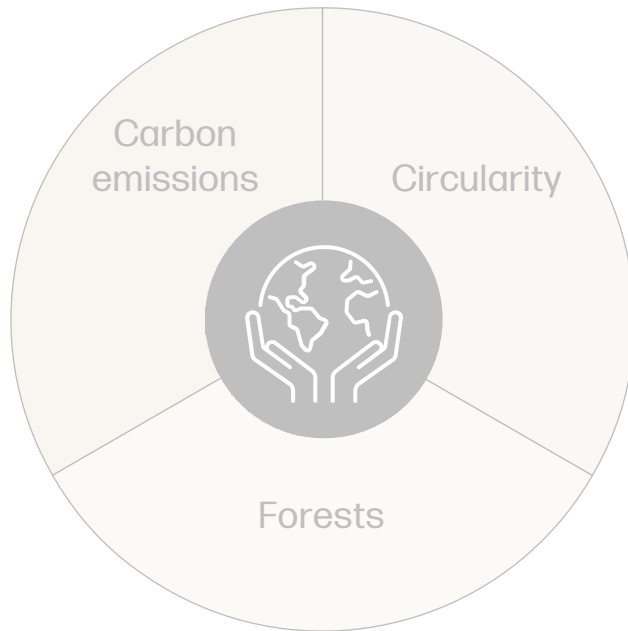
	GOAL	2022 PROGRESS
Empowered Workers	Reach 1M workers via worker empowerment programs by 2030 (began in 2015) <sup>10</sup>	Reached 396K workers through 2022
Social Justice, Racial, and Gender Equity	<p>Achieve 50/50 gender equality in HP leadership by 2030<sup>11</sup></p> <p>Achieve 30%+ technical women and women in engineering by 2030</p> <p>Double number of Black/African American executives by 2025 (vs. 2020)<sup>12</sup></p> <p>Double U.S. Black/African American technical representation by 2025 (vs. 2020)<sup>13</sup></p> <p>Meet/exceed labor market representation for racial/ethnic minorities in U.S. by 2030</p>	<p>~33% of director-level and above positions globally were women</p> <p>~23.7% of global engineering and tech positioners were women</p> <p>Increased from 3.0% (June 2020) to 4.4% (Year End 2022)</p> <p>Increased from 2.3% (2020) to 3.1% (Year End 2022)</p> <p>Met for Asian American, Hispanic/LatAm; on-track for Black/African American</p>
Culture of Inclusion and Belonging	Maintain 90%+ rating on internal inclusion index for all employee demographics annually <sup>14</sup>	89% achievement rate
Ethics	Maintain 99%+ completion rate of annual Integrity at HP training among active HP employees and BoD	99.3% completion rate <sup>26</sup>





# Driving a Clear Sustainable Impact Strategy

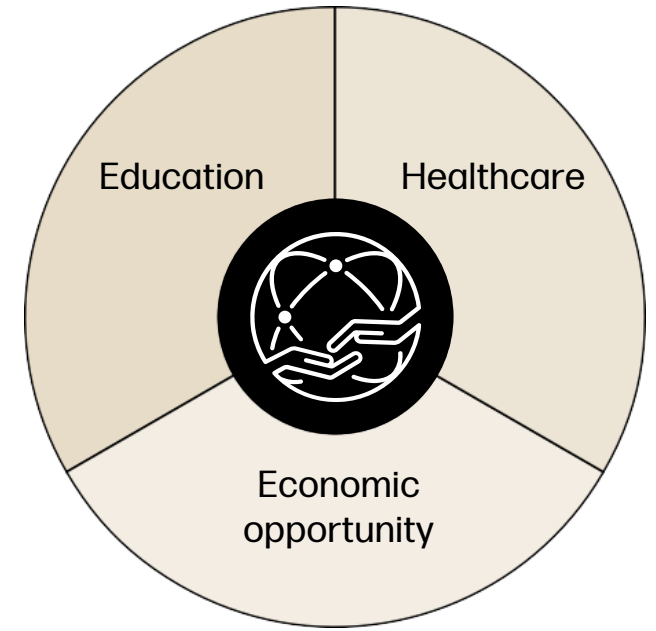
## Climate Action



## Human Rights



## Digital Equity



# Digital Equity: Fundamental to a More Equitable World



**2.7B**

People Globally - Representing  
1/3 of the World's Population -  
Lack Access to the Internet\*

**21.3M**

Experienced Accelerated  
Digital Equity due to HP's  
Impact Programs

**#9**

Rank Out of 200 for  
Digital Inclusion by World  
Benchmarking Alliance



Drive Equitable Access to Education, Healthcare,  
and Economic Opportunity with Strategic Partnerships

# Digital Equity Progress: 2022



	GOAL	2022 PROGRESS	
Digital Equity	Accelerate digital equity for 150M people by 2030, since beginning of 2021 <sup>15</sup>	Accelerated digital equity for 21.3M people	Achieved
	Enable better learning outcomes for 100M people by 2025, since beginning of 2015 <sup>16</sup>	To-date: 103.9M students and adult leaders benefitted from HP's programs	
	Enroll 1.5M HP LIFE users by 2030	Enrolled 731K since 2016	
Community Giving and Volunteerism	Contribute US \$100M in HP Foundation and employee community giving by 2025 (cumulative since beginning of 2016) <sup>17</sup>	Reached US \$103.7M in HP Foundation and employee community giving	Achieved
	Contribute 1.5M employee volunteering hours by 2025 (cumulative since beginning of 2016)	Reached 950K employee volunteer hours	





# Community Giving & Volunteerism: Creating Connection to Greater Economic and Social Opportunities



## SUPPORT OF OUR COMMUNITIES IN 2022

US \$44M

in Cash Contributions  
and Products

US \$11M

in HP Foundation  
Cash Contributions

US \$3M

in Employee  
Giving

258K Hrs.

Volunteered by  
15.6K Employees



## FOCUSED EFFORTS IN THREE AREAS

01

Technology-enabled  
education and  
skills-building

02

Environmental  
stewardship, resilience,  
and disaster recovery

03

Inclusion and empowerment  
for underrepresented and  
marginalized groups

# Climate Action | Human Rights | Digital Equity



**Continuing to Go Beyond to Drive Impact**



# Q&A





# Thank You







# Appendix





# Endnotes

<sup>1</sup> As of October 31, 2022. Includes employees from the Poly acquisition.

<sup>2</sup> Absolute reduction of Scope 1, 2, and 3 GHG emissions compared to 2019. Excludes non-HP paper consumed during product use.

<sup>3</sup> This updated goal was validated by SBTi, and supports our broader goal to achieve carbon-neutral HP operations by 2025.

<sup>4</sup> Percentage of HP's total annual product and packaging content, by weight, that will come from recycled and renewable materials and reused products and parts by 2030.

<sup>5</sup> Recycled content plastic (RCP) as a percentage of total plastic used in all HP personal systems, printer hardware, and print cartridges shipped during the reporting year. Total volume excludes brand-licensed products and after-market hardware accessories. Total RCP includes postconsumer recycled plastic, closed-loop plastic, and ocean-bound plastics used in HP products. Personal systems plastic is defined by EPEAT eco label criteria. Subject to relevant restrictions on the use and distribution of materials destined for recycling and/or recycled feedstocks.

<sup>6</sup> Calculated as the percentage of primary plastic packaging (by weight) reduced per unit shipped. Excludes secondary and tertiary packaging components. Includes HP personal systems and printer hardware packaging. Does not include packaging for the following: Graphics Solutions hardware other than PageWide XL and DesignJet printers; 3D printing hardware; print supplies; refurbished products; and accessories such as third-party options, drop in box, and aftermarket options.

<sup>7</sup> Zero-waste operations: eliminate nonhazardous waste to landfill in all HP direct operations by 2025. Includes all HP-owned and -managed sites worldwide. Zero waste is defined by the UL or TRUE certification standards.

<sup>8</sup> Fiber by weight will be 1) certified to rigorous third-party standards, 2) recycled, or 3) balanced by forest restoration, protection, and other initiatives through HP's Forest Positive Framework.

<sup>9</sup> HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays are derived from certified and recycled sources, with a preference for Forest Stewardship Council® (FSC®) certification. Packaging is the box that comes with the product and all paper-based materials inside the box.

<sup>10</sup> This replaces and expands on our prior goal to develop skills and improve the wellbeing of 500,000 factory workers by 2025, since the beginning of 2015. Prior to 2020, data included production supplier workers only. In 2020, we expanded the scope of our program to also include nonproduction supplier workers and workers at HP-controlled manufacturing facilities.

<sup>11</sup> "Leadership" is defined as director level and up at HP.

<sup>12</sup> As a percentage of U.S. personnel with the title of executive, formerly called vice president.

<sup>13</sup> Baseline is June 2020, when the HP Racial Equality and Social Justice Task Force was formed.

<sup>14</sup> Annually, HP employees fill out a survey called Voice Insight Action (VIA) to help us understand overall employee engagement, including their sense of belonging in the company.



# Endnotes

<sup>15</sup> Our programs aim to accelerate digital equity through providing access to at least one of the following: hardware, connectivity, content, or digital literacy. Digital equity and learning outcomes data include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers. 2022 data includes a small amount of 2021 data that was not available at the time of publication of the 2021 HP Sustainable Impact Report.

<sup>16</sup> We enable better learning outcomes by supporting education through provision of learning and digital literacy programs and solutions. Digital equity and learning outcomes data include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers. 2022 data includes a small amount of 2021 data that was not available at the time of publication of the 2021 HP Sustainable Impact Report.

<sup>17</sup> Includes valuation of employee volunteer hours, employee donations, HP Foundation match, and HP Foundation grants.

<sup>18</sup> Percentage of HP's total annual product and packaging content, by weight, that comes from recycled and renewable materials and reused products and parts. 2022 data does not include the following products or packaging for these products: Scitex-branded and 3D printing products, or personal systems accessories and print accessories sold separately.

<sup>19</sup> HP DaaS includes hardware, repair services, and analytics components, and may include financing. HP DaaS requirements may vary by region or by Authorized HP DaaS Service Partner. Please contact your local HP Representative or Authorized DaaS Service Partner for specific details in your location. HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service or the HP Limited Warranty provided with your HP product.

<sup>20</sup> HP services are sold separately. HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service, or the HP Limited Warranty provided with your HP product.

<sup>21</sup> Based on plan usage, internet connection to an eligible HP printer, and a valid payment method, email address, and delivery service in your geographic area.

<sup>22</sup> During 2022, HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays equaled 5% of our fiber footprint. We calculate the annual tonnage for paper used in our products and print services that will be addressed through projects with civil society forestry organizations to counteract possible deforestation by taking the estimated total annual tonnage of paper consumed in the use of our printing products and print services minus the weight of such paper that we mitigate internally, through our responsible sourcing programs. See [HP Forest positive accounting manual](#).

<sup>23</sup> All HP-brand paper is derived from certified sources; paper-based packaging for PCs, displays, home and office print, and supplies is reported by suppliers as recycled or certified, with a minimum of 97% by volume verified by HP. Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D products, scanners, personal systems accessories, and spare parts is not included.



# Endnotes

<sup>24</sup> Typical of those reported by leading industry analysts and HP client engagements. Estimated energy and paper savings based on analysis of select HP Managed Print Services customers' imaging and printing operations using data gathered on devices and paper consumption and comparing with post-MPS actuals or projections. Results depend on unique business environments, the way HP products and services are used, and other factors. Overall printing costs are unique to each company and should not be relied on for savings you may achieve.

<sup>25</sup> Pursuant to agreement with WWF, Conservation International, and Arbor Day Foundation.

<sup>26</sup> Excludes new hires joining HP after January 1, 2022 (although all new hires are given 30 days to complete Integrity at HP New Hire training as part of their mandatory onboarding process).

<sup>27</sup> Data refers to the percentage of HP 2022 VIA employee survey respondents who strongly agreed or agreed with this statement.