SUSTAINABLE IMPACT REPORT

2019 EXECUTIVE SUMMARY

Our vision is to create technology that makes life better for everyone, everywhere— every person, every organization, and every community around the globe.

Letter from President and CEO

"I believe all companies must continue to find new ways to lead with purpose, and positively impact the planet, people and communities they serve."

Fifty years ago, a remarkable group of people came together to celebrate the very first Earth Day. Their goal was simple: to unite the world behind "the common cause of saving life."

Today, we remain committed to that same common cause. And as we work to safeguard our planet and respond to this ongoing pandemic, we are fighting to protect the health and wellbeing of people everywhere.

The profound impact COVID-19 has had on the lives and livelihoods of people across the globe has served as a powerful reminder that our fates are inextricably linked. Because we've seen that many of the threats we face—from a changing climate to a spreading virus—transcend borders and put all of us at risk.

That's not to say these challenges affect all of us equally. They don't. COVID-19 and climate change both disproportionately impact communities of color and lower income households around the world. These crises have laid bare the need to address the systemic racism and deep inequalities—from health and education to economic opportunity and the environment—that have been a stain on society for far too long. And we are acting with urgency on all fronts.

Since the onset of the pandemic, HP has protected its employees while marshalling resources to support communities in need. From 3D printing medical supplies for hospitals to equipping teachers, students, and families with the technology and content they need for continued remote learning, I'm proud of the way our teams have stepped up.

Our response reflects the values that guide our company—not simply in moments of crisis, but as a normal course of business. And we must continue to find new ways to positively impact the planet, people, and communities we serve..

This isn't just the right thing to do—it's also good for our bottom line. In 2019, our Sustainable Impact work helped drive more than US$1.6 billion in new sales—a testament to the high-performance, purpose-driven culture that unites our people and our partners.

It also reflects the changing role of corporations in society. We must not only create value for our shareholders, but also create a brighter future for all our stakeholders.

In this report, we have outlined the progress we are making as well as the areas where we need to do better. Here are some of the highlights:

- We sourced more than 1 million pounds of ocean-bound plastic for use in our products, and we are on track with our plans to increase recycled content in our products to 30% by 2025. We also intend to eliminate 75% of single use plastic from our packaging over the next five years.

- We are more than halfway to achieving our science-based goal of reducing product use greenhouse gas emissions intensity by 30% by 2025. And we were one of only eight companies to receive a triple-A rating from CDP for our work across climate change, forests, and water security.

- We continue to move toward a sustainable future for printing that is forest positive, carbon neutral, and supportive of a circular economy. For example, through the Sustainable Forests Collaborative, we are working to protect, restore and manage more than 200,000 acres of forests in Brazil and China.

- We have now reached more than 28 million students, teachers, and adult learners through our educational programs and partnerships—and we are tracking toward our goal of enabling better learning outcomes for 100 million people by 2025.

- We continue to foster a culture of diversity and inclusion. HP has the most diverse Board in the U.S. technology industry, and 63% of our U.S. hires in 2019 were from underrepresented groups. But, we must do much more — particularly when it comes to the number of Black employees hired and retained at HP. That's why we plan to double our number of Black and African American executives by 2025. And, we are committed to doing the hard work needed to help stamp out systemic racism and discrimination in all its forms.

While the road ahead will be difficult, I'm confident in our ability to drive meaningful and lasting change.

My confidence comes from the incredible people I work with at HP—people with a shared commitment to empowering humanity through technology, standing up for what we believe in, and leaving the world better off than we found it.

But HP can't do it alone. No company can. Which is why it is encouraging and inspiring to see so many companies, governments, and NGOs finding new ways to work together on shared solutions.

Ultimately, that's how we will overcome the challenges we face and create a more sustainable, equitable, and just society. And there has never been a better time for all of us to not only imagine the future we want to create, but to start building it together.

Saludos,

Enrique Lores
President and CEO

Meeting
a Critical
Moment

HP's response to the COVID-19 pandemic.

Supporting Our Teams

The COVID-19 pandemic has challenged all of us—businesses large and small, local and national governments, families and individuals—in ways few of us could have imagined.

The wellbeing of our employees, partners, customers and their families is our number one priority, and we have taken a wide range of actions across our business to keep people safe. We swiftly took action to protect our people in line with public health guidance— mandating work from home, prohibiting travel, restricting site access, and putting in place enhanced sanitization processes.

Additional measures HP has implemented during this time include assisting our hourly employees and certain contingent workers with continued pay and other supporting benefits, deferring workforce reduction notifications, and offering employees virtual office hours with our in-house medical doctor. And, we moved quickly to help our employees and customers adjust to a new reality— keeping them connected to work and to one another through the power of technology.

Secure Technology

Our "HP Goodwill and Outreach Campaign" provides our clients, our partners, employers, employees and HP with guidance and best practices for ensuring the use of technology is safe, secure and private while working from home. **Several white papers** outline best practices for remote workers, employees and employers.

Community Support

At the same time, we have remained committed to supporting communities around the world.

- HP and the HP Foundation contributed financial resources to support affected communities.

- Together with nonprofit partners, we launched and **promoted several initiatives** aimed at supporting teachers, students, and school districts through a range of digital and printed educational resources.

- HP is **working** with its global digital manufacturing community to mobilize 3D printing teams, technology, experience, and production capacity to help deliver critical parts in the effort to battle the COVID-19 pandemic. Initial applications being validated and finalized for potential industrial production include face masks, face shields, mask adjusters, nasal swabs, hands-free door openers, and respirator parts.

- To address potential cybersecurity risks for those working or learning from home, HP is **offering** its HP Sure Click Pro version for free until the end of September 2020.

- We are also deploying HP BioPrinters and associated supply cassettes, free of charge, to nongovernmental organizations (NGOs), government agencies, and pharmaceutical companies to accelerate drug and vaccine research to combat COVID-19.

People First

Our business touches every corner of the world, with a common culture that is built on integrity and trust. We continue to put people first and commit the full force of HP to helping our employees, partners, customers, and communities navigate the road ahead and create a safer, more resilient and sustainable future for all.

Read the latest on HP's response to COVID-19.

Table of Contents

For additional detail, download **HP's 2019 Sustainable Impact Report**.

In developing this report, HP considered the Global Reporting Initiative (GRI) 2016 Sustainability Reporting Standards and the Sustainability Accounting Standards Board (SASB) standards. It includes information on HP's Sustainable Impact strategy, programs and performance data through FY2019 (which ended October 31, 2019), unless stated otherwise. The information in this report is current as of the date of its initial publication.

HP is recognized as one of the world's most sustainable companies.

SELECT AWARDS AND RECOGNITION

AMERICA'S MOST RESPONSIBLE COMPANIES 2020 Newsweek statista

WSJ MANAGEMENT TOP 250 AS RANKED BY DRUCKER INSTITUTE 2019 *

MEMBER OF Dow Jones Sustainability Indices In collaboration with SAM

TOP 100 BARRON'S Most Sustainable Companies 2020 *

2020 GLOBAL100

CDP A LIST 2019 CLIMATE FORESTS WATER SUPPLIER ENGAGEMENT LEADER

PLATINUM 2019 ecovadis Sustainability Rating

FTSE4Good

DIVERSITY JOURNAL 2020 DIVERSITY LEADER AWARD

Gartner Supply Chain Top 25 2019

KNOWTHECHAIN

ENERGY STAR AWARD 2020 PARTNER OF THE YEAR Sustained Excellence

AMERICA'S MOST JUST COMPANIES Forbes 2020

2020 WORLD'S MOST ETHICAL COMPANIES WWW.ETHISPHERE.COM

Read more in HP's 2019 **Sustainable Impact Report**.

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Sustainable Impact Strategy

Creating lasting, positive change for the planet, our people, and the communities where we live, work, and do business.
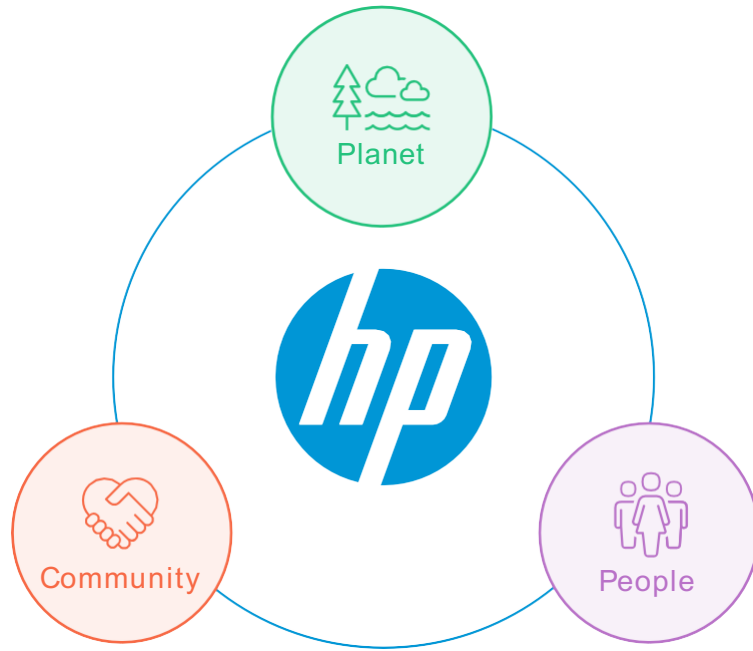
Planet

Transform our entire business to drive a more efficient, circular, and low-carbon economy.

Enable our customers to invent the future through our most sustainable portfolio of products and services.

People

Enable all people who help bring our products to market to thrive at work, at home, and in their communities.

Embed diversity and inclusion in everything we do.

Community

Unlock educational and economic opportunity through the power of technology.

Improve the vitality and resilience of our local communities.

Read more in HP's 2019 Sustainable Impact Report.

$1.6B+

in new sales influenced by Sustainable Impact.[1]

↑69%

year-over-year increase in value of new sales influenced by Sustainable Impact.[2]

HP's Sustainable Impact Journey

Over the last 80 years, HP has led with purpose. Today, Sustainable Impact is at the heart of our reinvention journey, inspiring our innovation and driving us to create technology that makes life better for everyone, everywhere.

Below is a selected set of milestones from HP's Sustainable Impact journey.

1940

1940 Recorded first charitable donation of $5 to local charities.

1950

1957 Citizenship is included in the company's first written set of corporate objectives—the HP Way.

1960

1966 Started program for recycling punch cards in Palo Alto, California.

1970

1972 Adopted a manufacturing policy to protect the environment.

1979 Formed the HP Company Foundation.

1980

1986 Awarded "Friends of Recycling" by City of Palo Alto to recognize the company's comprehensive recycling program.

1990

1991 Established the HP Planet Partners product return & recycling program.

1992 Launched the product-focused Design for Environment (DfE) program.

1993 Eliminated ozone-depleting chemicals in manufacturing operations.

1996 Voluntarily agreed to reduce air emissions of PFCs (perfluorocarbons).

1997 Became the first major computer manufacturer to operate its own end-to-end recycling facility—located in Roseville, California.

2000

2001 Opened second state-of-the-art recycling facility in Nashville, Tennessee.

2002 Published Supply Chain Code of Conduct.

2003 Released first HP hardware product containing recycled plastic.

2004 To promote social responsibility across global IT supply chains, HP co-developed the Electronic Industry Code of Conduct.

2005 & 2006 Expanded product take-back and recycling programs to European Union, Asia Pacific, and Japan.

2007 First IT company to publish greenhouse gas (GHG) emissions associated with product manufacturing.

2008 Published IT industry's first forestry policy.

2009 Signed the 2009 Copenhagen Communiqué on Climate Change, calling for a UN climate framework to be developed.

2010

2013 First company in the industry to set a supply chain GHG emissions intensity reduction goal, and first company globally to publish its complete carbon footprint.

2014 Launched "Matter to a Million"— a groundbreaking, employee engagement partnership with Kiva that ran until 2018.

2014 Released industry-leading foreign migrant worker standard.

2015 HP Inc. was formed with one of the most diverse Board of Directors in the U.S. technology industry.

2016 Launched innovative joint initiative to build an ocean-bound plastic supply chain in Haiti.

2016 Committed to using 100% renewable electricity in its operations and joined RE100.

2017 40 Days of Doing Good grant and volunteering program created.

2018 Hosted HBCU Business Challenge and sponsored the HBCU Business Dean's Roundtable

2018 Signed the Oslo Climate Leadership Declaration and the Step Up Declaration.

2019 Reached 100 Business Impact Networks, up from 32 at the time of separation in 2015.

2019 Established industry-leading goal to increase the use of recycled plastic in products.

2019 First company to offer EPEAT® Gold products under the EPEAT 2019 eco label registry.

2019 Introduced HP Sustainable Forests Collaborative.

"There has never been a better time for all of us to imagine the future we want to create together."
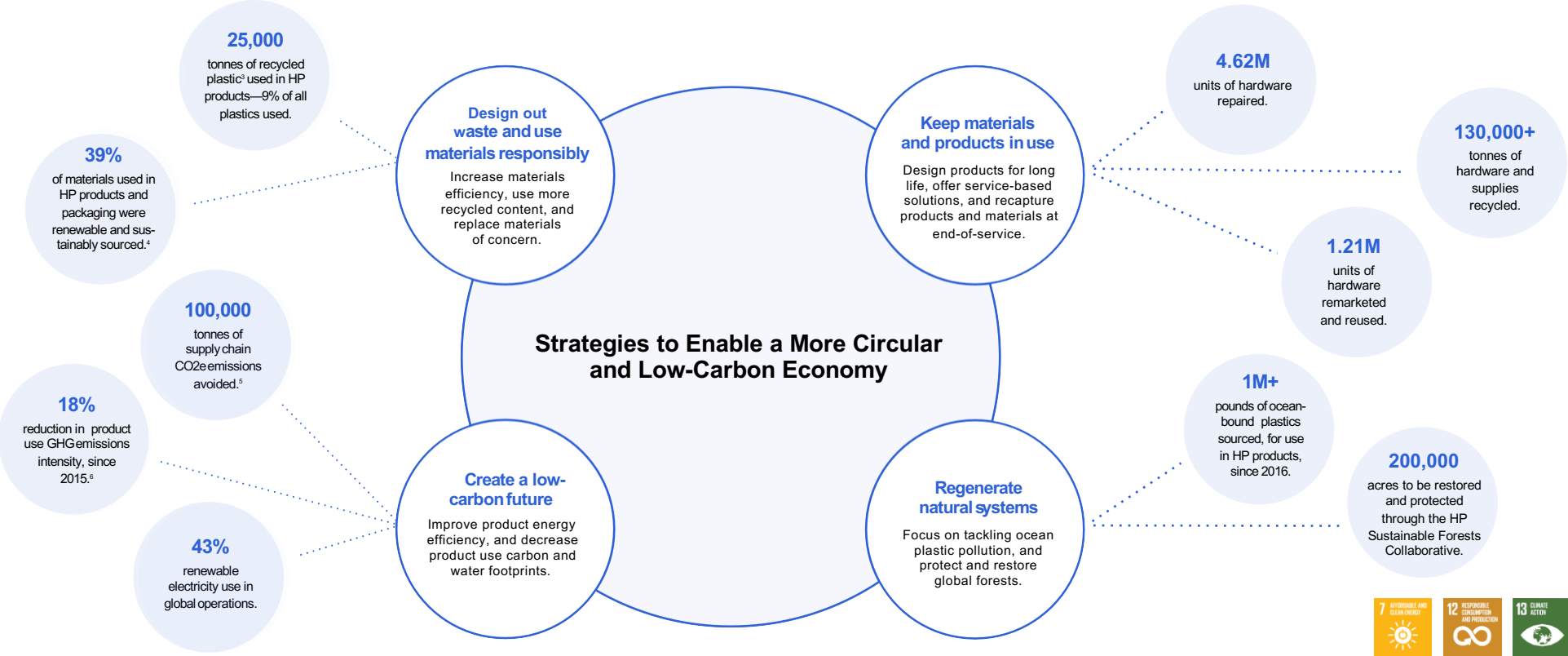
Enrique Lores
President and CEO

Make, Use, Reuse

Accelerating the shift to a more circular and low-carbon economy.

Increased global consumption. Faster cycles of innovation. Fluctuating costs of materials. Pressures on global waste and recycling infrastructure. Supply chain transparency. Social and environmental responsibility.

Global trends are forcing corporations, governments, and consumers to radically rethink the "take, make, dispose" consumption model. HP is responding by transforming our entire business for a circular and low-carbon future. As a result, we are able to derive more value from materials, reduce our value chain impacts, and deliver transformative solutions for our customers.

25,000
tonnes of recycled plastic[3] used in HP products—9% of all plastics used.

39%
of materials used in HP products and packaging were renewable and sustainably sourced.[4]

100,000
tonnes of supply chain CO2e emissions avoided.[5]

18%
reduction in product use GHG emissions intensity, since 2015.[6]

43%
renewable electricity use in global operations.

4.62M
units of hardware repaired.

130,000+
tonnes of hardware and supplies recycled.

1.21M
units of hardware remarketed and reused.

1M+
pounds of ocean-bound plastics sourced, for use in HP products, since 2016.

200,000
acres to be restored and protected through the HP Sustainable Forests Collaborative.

Strategies to Enable a More Circular and Low-Carbon Economy

Design out waste and use materials responsibly
Increase materials efficiency, use more recycled content, and replace materials of concern.

Keep materials and products in use
Design products for long life, offer service-based solutions, and recapture products and materials at end-of-service.

Create a low-carbon future
Improve product energy efficiency, and decrease product use carbon and water footprints.

Regenerate natural systems
Focus on tackling ocean plastic pollution, and protect and restore global forests.

Tackling Plastic Waste

Leading the industry to incorporate postconsumer plastic into our products—and keep it out of the ocean.

HP announces goal to eliminate 75% of single-use plastic packaging by 2025.[7]

Closed-Loop Recycling

HP has been a leader in closed-loop plastic recycling for decades, since the founding of **HP's Planet Partners** recycling program in 1991.

Since 1991, HP has kept: **875 million** HP cartridges, **114 million** apparel hangers, and **4.69 billion** postconsumer plastic bottles out of landfills—instead, upcycling them to make new HP products.

As of 2019, we have already reduced plastic packaging by **5%** since 2018.[8]

9% of plastic used in HP personal systems and print products in 2019 was from postconsumer recycled sources.[9]

Turning Off the Tap

Since 2016, HP has been working to reduce ocean-bound plastic through our pilot program in Haiti. These efforts have already diverted more than **35 million plastic bottles** from reaching the waterways and oceans.

Since 2016:

1M+
pounds of ocean-bound plastics sourced for use in HP products.

1,110+
local income opportunities created.[10]

150
people gained access to educational and health services.

2
new technology-enabled schools.

Expanding Our Impact

In January 2020, HP joined **Project STOP**—helping to create a circular waste management system in East Java, while also creating income-generation opportunities including for those who work in the informal waste sector.

In April 2020, **HP partnered with UL** on the first ever certification for ocean-bound plastics.

Read more about HP's **Plastic Strategy** and our "World's First" products, made with ocean-bound plastics.

Climate Action

Climate change is one of the most significant and urgent issues facing business and society today. The science is clear, the impacts are serious, and action is essential.
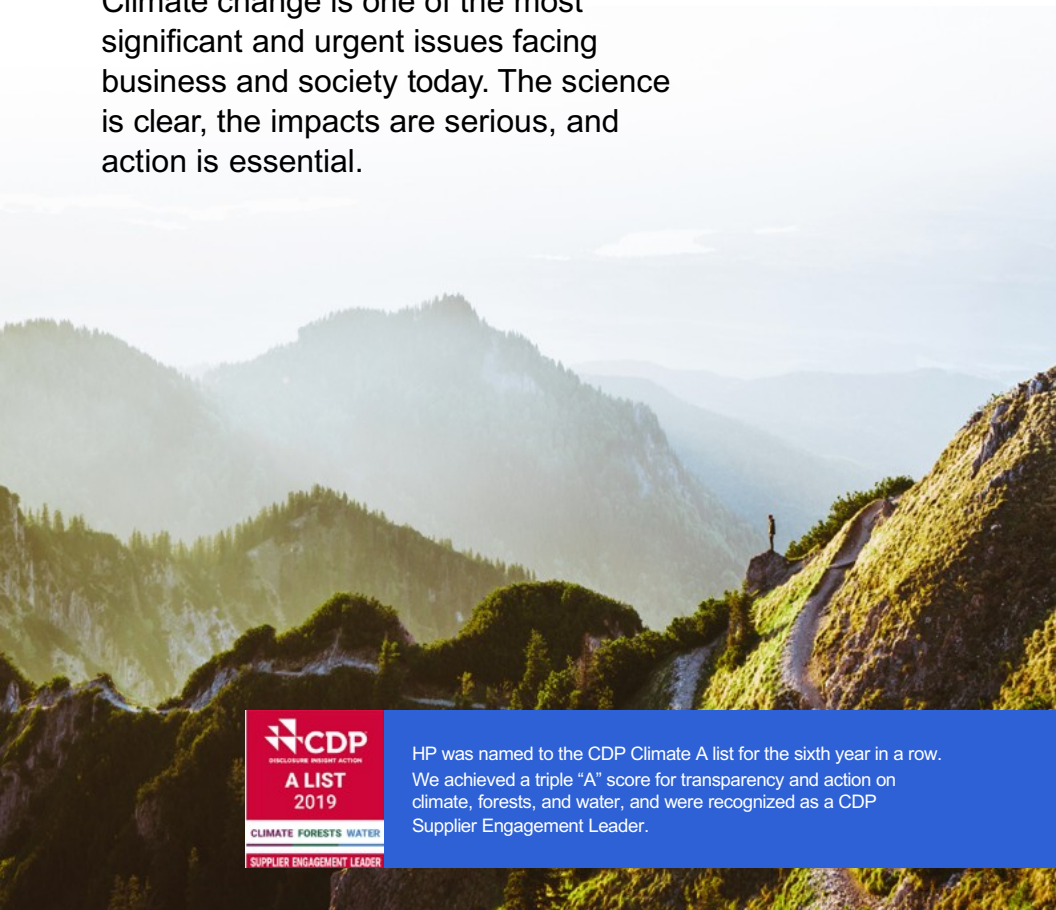
We are working to reduce climate impacts across our entire value chain, investing in renewable electricity, setting public and science-based GHG emissions reduction goals, and transparently reporting on our progress.

Through 2019:

1.26M

tonnes of supply chain CO2e emissions avoided, since 2010.[11]

43%

renewable electricity use in global operations in 2019.

18%

decrease in product use GHG emissions intensity, compared to 2015.[12]

50 % Supply Chain

49% Products and Solutions

1% Operations

2019 Carbon Footprint

HP was named to the CDP Climate A list for the sixth year in a row. We achieved a triple "A" score for transparency and action on climate, forests, and water, and were recognized as a CDP Supplier Engagement Leader.
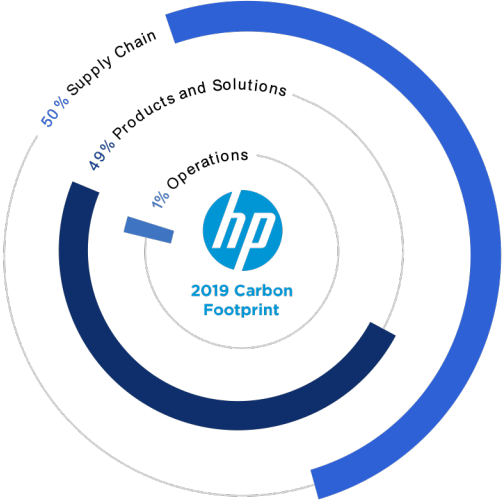
HP's carbon footprint in 2019 equaled 46,785,800 tonnes of CO2e, 5% more than in 2018. A 12% increase in product manufacturing emissions—due largely to business growth and changes in the mix of key personal systems products and components—more than offset a 3% reduction in product use phase emissions driven by improved product energy efficiency.

Eliminating Deforestation

Protecting and restoring global forests.

The paper used by our customers in HP products represents about **20%** of our carbon footprint and **35%** of our water footprint.

In 2016, we set a goal to eliminate deforestation from our paper and paper-based packaging supply chain.[13] In 2019, we maintained zero deforestation associated with HP brand paper, and continue to work to achieve zero deforestation associated with HP paper-based product packaging by the end of 2020.

We help customers print more responsibly by designing printers and software to optimize paper use and improving the recyclability of paper by developing solutions for paper de-inking.

Together with WWF and other partners, **the HP Sustainable Forests Collaborative** will focus on restoring and improving the management of nearly 200,000 acres (over 80,000 hectares) of forests in Brazil and China, by the end of calendar year 2024. The area of forest that will be under these projects would produce enough paper to run through all HP consumer printers over four years.

A More Sustainable Workplace

At our 174 sites in 60 countries around the world, we are taking action to reduce our climate, water, and waste impacts, and to engage our employees in creating a more sustainable workplace.

In 2019:

CLIMATE

44%

reduction in Scope 1 and Scope 2 GHG emissions from global operations, compared to 2015.

240,400 MWh

of renewable electricity and attributes procured and generated by HP operations, equivalent to 43% of our global electricity consumption.

WATER

18%

reduction in potable water consumption in global operations, compared to 2015— achieving our goal six years early.

WASTE

92%

landfill diversion rate globally for nonhazardous waste and used electronic equipment recovered from HP operations.

Employee Engagement

53

sites worldwide held events during 2019 Earth Day and World Environment Day, with a focus on decreasing single-use plastics.

2,000+

HP employees from 43 sites took part in the Northwest Earth Institute EcoChallenge.

1,500

HP employees + families volunteered for Global Shoreline Cleanups at 27 sites, collecting over 9 tonnes of trash.

Ensuring Respect and Dignity for All People

Respect for Human Rights is a core value at HP—good for people, and for business.

Within HP and across our value chain, we champion diversity and inclusion, and partner to empower all workers. We are committed to protecting the privacy of our employees and customers, and protecting their personal information. Access to a quality education is a fundamental human right—through our technology, programs and partnerships we aim to bridge the digital divide and connect people and communities to greater opportunity.

HP respects the human rights defined by the following organizations:

Read more in HP's **Human Rights Progress Report**.

HP ranked third among the 40 information and communications technology (ICT) manufacturing companies assessed in the **2019 Corporate Human Rights Benchmark (CHRB)**.

Ethical and Sustainable Supply Chain

Improving the lives of people who make our product and strengthening the communities where they live and work.

Any connection between the materials used in HP products and armed violence or human rights abuses is unacceptable. Read more in our **SEC Conflict Minerals Report**, **Modern Slavery Transparency Statement**, and **Report on Cobalt**.

HP relies on one of the IT industry's largest supply chains, made up of hundreds of production suppliers and thousands of nonproduction suppliers. Through our comprehensive social and environmental responsibility programs, we aim to ensure that all workers who help to bring our products to market are treated with dignity and respect, and that our suppliers are our partners in creating a more sustainable future for all.

In 2019, unless otherwise noted:

11,000
supplier factory workers participated in seven programs at supplier sites in five countries during 2019.14

53%
increase in participation in HP's supply chain sustainability programs, compared to 2015.15

Suppliers representing **95%** of HP's total production supplier spend have gone through a social and environmental assessment.

78%
of first-tier production suppliers, by spend, reported using renewable energy in 2018; 47% reported renewable energy use goals.

94%
of first-tier production suppliers, by spend, reported having GHG emissions reduction related goals, in 2018.

93%
of suppliers, by spend, have set water management goals, in 2018.

Read more about **our approach to a sustainable supply chain**.

Embracing Diversity to Fuel Innovation

Reinventing the standard for diversity and inclusion—in how we operate as a business and how we impact society.

The best innovation springs from teams of individuals, each collaborating and contributing their own perspectives, knowledge, and experiences to advance how the world works and lives.

Inclusive design: By designing for a range of access needs, HP is helping to ensure that the benefits of our innovative technology empower people worldwide.

Pay equity: We believe people should be paid for what they do and how they do it, regardless of their gender, race, or other personal characteristics.

In February 2020, HP re-committed to the **CEO Action for Diversity & Inclusion**, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

HP Demographics [16]

HP'S BOARD OF DIRECTORS

42%
Women

58%
U.S. minorities

33%
Underrepresented minorities

WOMEN AT HP

23%
Executives reporting directly to CEO

31%
Women at director level or above (up from 21.7% in 2015)

22%
Women in IT and engineering

28%
Women in sales roles (all levels)

55%
Women in legal, finance, HR, marketing, and communications (on average)

NEW HIRES

40%
Women

40%
U.S. minorities

Exceeded target for hiring veterans by

43%
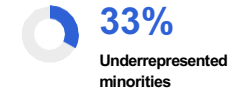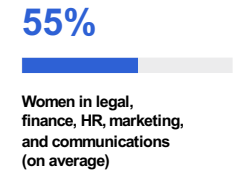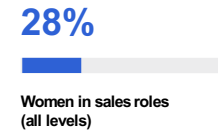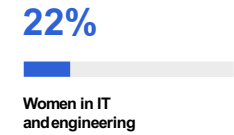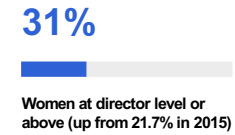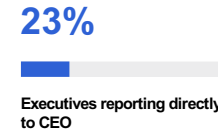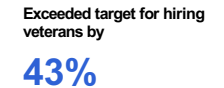
Supply Chain Diversity [17]

$698M overall economic impact from HP's Supplier Diversity program, in 2019
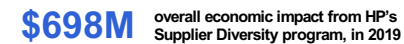
Investing in Our Human Capital

Every day, HP's approximately 56,000[18] employees worldwide shape our future and bring our vision to life.

Employee Development

Human capital development underpins our efforts create the best place for employees to grow and develop.

In 2019:

98.4%

of employees participated in 1.6 million hours of learning and development activities—equivalent to 29 hours per employee.

500

employees took advantage of HP's Degree Assistance Program.

99%

of eligible employees were provided with manager input.[19]

33%

of all job vacancies at HP were filled by our own employees.

100%

of senior executive roles were filled by internal leaders.

Employee Experience

Through our annual Voice Insight Action (VIA)[20] survey, we collect feedback to better understand and improve the employee experience and continually strengthen our culture.

In 2019, **94% of employees** participated in the VIA survey:

92%

believe that HP values diversity.

85%

say they can be themselves at work.

81%

state that their team shared ideas and learned from failure.

77%

report that their business unit or global function actively supports the learning and development of employees.

Global Education

Enabling quality outcomes for millions.

Access to a quality education is a fundamental human right. HP's global education programs and technology solutions emphasize access for people everywhere—with a focus on educational opportunities for girls, women, and some of the world's most vulnerable and marginalized communities.

Since the beginning of 2015, HP has helped to enable better learning outcomes for **28+ million** students and adult learners.

In 2019:

6.3M

PCs shipped
to schools.

100+

schools have received HP
Learning Studios.

LIFE

49,000

learners reached
through HP LIFE
(Learning Initiative
for Entrepreneurs).

10 million students and teachers worldwide will be reached through our **partnership with the nonprofit Girl Rising.**

Local Impact

Creating positive, lasting change in the communities where we live, work, and do business.

At HP, we embrace our role as a purpose-driven company and global corporate citizen. We contribute skills, technology, partnerships, and investments to strengthen the resilience and vitality of our local communities and connect them to greater economic and social opportunity through technology.

In 2019:

$4.77M
Corporate giving

$4.40M
HP Foundation giving

$2.13M
Employee giving

145,000
volunteer hours contributed by our employees in their local communities.

2,150
volunteer hours contributed by 2,900+ employees during HP's annual 40 Days of Doing Good.

Contributing to our communities

Partnering to drive local sustainable impact.

Selected highlights from 2019:

Brazil

Worked with recycling cooperatives to collect about 5 tonnes of electronic waste per month, providing income opportunities for 100 people

Europe

400 employees from 10 HP sites cleaned up 2 tonnes of shoreline trash, complementing similar efforts across our global workforce

Secured backing to expand the HP- led Digital Schools Awards to five more European countries. The program has already benefited approximately 885,000 young people across Ireland, Northern Ireland, and Scotland

Mexico

Partnered with UN Women on its Second Chance Education program, aiming to reach about 50,000 women via three HP LIFE centers

Employees built a virtual reality app and ran a workshop on inclusiveness and human rights

Malaysia

Received 18,600+ submissions for our Little Makers Challenge, which supports technology- and play-based learning for 5 to 12-year-olds

Jordan

Two HP Learning Studios continued to offer education opportunities in Azraq Refugee Camp and Amman

Indonesia

Opened a new HP Modular Tech Hub in Lombok, Indonesia—one of six opened in Southeast Asia through December 2019. We plan to launch 20 hubs across the region by the end of 2020, with the aim of reaching a total of 10,000 students.

United States

Partnered with the National Association for Community College Entrepreneurship to launch the Student Entrepreneurship Challenge: Solutions for Sustainable Impact

New Zealand

Teamed with three schools and HP's partner TTGlobal on recycling initiatives

South Africa

HP LIFE Center supported entrepreneurs in partnership with Ashoka, the Umlambo Foundation, and local school principals

India

Since the World on Wheels (WOW) rollout of 43 self-contained, Internet-enabled, solar-powered mobile learning labs in rural India during 2017, we have provided access to WOW resources to an estimated 3.5 million people across more than 1,400 villages (as of March 2020)

Uganda

HP School Cloud pilot reached 6,000+ refugees as well as Ugandan students and teachers by working in 12 secondary schools and three career and technical education centers

Costa Rica

About 200 HP volunteers supported 90+ learners aged 15-55 to build their digital skills

Sustainable Impact Goals and Progress Summary

HP is driving progress toward a more sustainable future. We set bold, long-term goals, and focus our strategy where we can have the greatest impact.

○ NO PROGRESS TO REPORT	◔ ◑ ◕ ● GOAL ACHIEVED
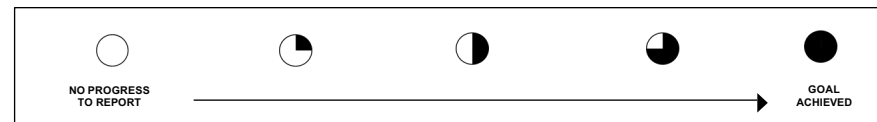
Planet	Progress
Products and Services	
Use recycled plastic in HP products	◔
Reduce single-use plastic packaging	◔
Decrease product use GHG emissions intensity	◑
Recycle HP hardware and supplies	◑
Supply Chain	
Eliminate deforestation	◕
Decrease supplier GHG emissions intensity	○
Help suppliers cut GHG emissions	◑
Operations	
Use 100% renewable electricity	◑
Cut GHG emissions from global operations	◔
Reduce potable water consumption	●

People	Progress
Develop supply chain worker skills and improve wellbeing	◑
Increase supplier factory participation in sustainability programs	◔
Maintain participation in annual ethics and integrity training	●

Community	Progress
Enable better learning outcomes	◔
Increase enrollment in HP LIFE	◔
Increase employee volunteerism	◔
Increase HP, HP Foundation, and employee giving	◑

See full details on following pages and in the **HP 2019 Sustainable Impact Report**.

Planet Goal	Planet Progress Through 2019	UN SDGs
Products and Services		
Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025.[21]	During 2019, we used 25,560 tonnes of postconsumer recycled content plastic in HP personal systems and print products, 9% of total plastic used. This included 9,650 tonnes in our personal systems products, 6,960 tonnes in our printers, and 8,949 tonnes in HP ink and toner cartridges.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER
Eliminate 75% of single-use plastic packaging by 2025, compared to 2018.[22]	As part of our sustainable packaging strategy, we aim to eliminate unnecessary packaging material, space, and hard-to-recycle materials. We are also working to use materials with lower environmental impact, such as sustainable fiber and recycled plastics. Through 2019, we achieved a 5% reduction in single-use plastic product packaging.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER
Reduce HP product use GHG emissions intensity by 30% by 2025, compared to 2015.[23]	Through the end of 2019, we achieved an 18% decrease in product use GHG emissions intensity. GHG emissions from product use equaled 22,500,000 tonnes of CO_2e in 2019, down 3% compared to 2018. This decrease was due to a 5% combined decrease in PC and printer electricity consumption of models shipped in 2019 and a 2% reduction in emissions associated with print consumables such as paper and cartridges.	7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016.	We design HP products to use resources efficiently and to last a long time. When our products eventually reach the end of their service, our robust repair, reuse, and recycling programs help to ensure that products and materials are repurposed, which keeps them at their highest value state for as long as possible. Through 2019, we recycled 528,300 tonnes of hardware and supplies. HP provides take-back programs in 76 countries and territories worldwide[24] through a global network of reuse and recycling vendors. These offerings vary by location.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Supply Chain		
Achieve zero deforestation associated with HP brand paper and paper-based product packaging by 2020.[25]	Since 2016, we have met and maintained our zero deforestation goal for HP brand paper (which represents 58% of HP fiber tonnage), as it is derived entirely from certified and recycled sources.[26] In 2019, the amount of Forest Stewardship Council® (FSC®)-certified fiber in HP brand paper continued to exceed 55%, by weight. Paper-based product packaging represented the remaining 42% of HP fiber tonnage. As of April 2020, all packaging from our first-tier packaging suppliers meets our zero deforestation requirement, and we continue to work with sub-tier packaging suppliers to meet this requirement by the end of 2020.	13 CLIMATE ACTION 15 LIFE ON LAND
Reduce first-tier production supplier and product transportation-related GHG emissions intensity by 10% by 2025, compared to 2015.[27]	Through December 2018 (the most recent year data is available), GHG emissions intensity remained flat, compared to 2015, when calculated as a three-year rolling average. However, yearly GHG emissions intensity values not calculated as a rolling average decreased by 13% during that timeframe. Since 2010, HP has decreased first-tier production supplier and product transportation-related GHG emissions intensity by 24%. To help reach our goal, we encourage our first-tier production and product transportation suppliers to improve energy management and efficiency, use renewable energy, and set science-based targets.	13 CLIMATE ACTION
Help suppliers cut 2 million tonnes of carbon dioxide equivalent (CO_2e) emissions between 2010 and 2025.[28]	Since 2010, suppliers have avoided 1.26 million tonnes of CO_2e emissions and saved a cumulative 847 million kWh ($109 million) of electricity, including 54 million kWh ($6.9 million) in 2019.	13 CLIMATE ACTION

SUSTAINABLE IMPACT GOALS AND PROGRESS DETAILS

⛰ **Planet Goal**	**Planet Progress Through 2019**	**UN SDGs**
Operations		
Use 60% renewable electricity in global operations by 2025. Use 100% renewable electricity in global operations by 2035.	In 2019, we procured and generated 240,398 MWh of renewable electricity globally (92% wind, 4% solar, and 4% hydro). Renewables accounted for 43% of our global electricity consumption, compared to 47% in 2018. Sources of renewable electricity in 2019 included RECs and IRECs (86.0%), direct purchases (12.4%), and renewable energy generated on-site and on-site PPAs (1.6%). Through these purchases, we once again achieved our objective to use 100% renewable electricity in the United States and helped to advance the global market for renewables.	[SDG 7] [SDG 13]
Reduce Scope 1 and Scope 2 GHG emissions from global operations by 60% by 2025, compared to 2015.	Our global operations produced 215,800 tonnes of Scope 1 and Scope 2 CO_2e emissions during 2019, a 44% decrease compared to 2015, making progress toward our science-based goal of a 60% reduction by 2025. GHG emissions intensity equaled 3.7 tonnes of CO_2e per $ million of net revenue in 2019, a 5% reduction from 2018. The main drivers for GHG emissions reduction included decreases in energy use through efficiency projects and site consolidation, and renewable energy purchases.	[SDG 13]
Reduce potable water consumption in global operations by 15% by 2025, compared to 2015.	Water consumption associated with our operations makes up 2% of our total water footprint. This is roughly evenly split between direct consumption (mainly for use in buildings, cooling, landscaping, and production of high-purity water for manufacturing) and indirect consumption (associated with generation of the electricity we use in our facilities). Exceeded water goal six years early. Potable water consumption equaled 2,630,000 cubic meters globally, 18% less than in 2015.	[SDG 12] [SDG 13] [SDG 15]

👥 **People Goal**	**People Progress Through 2019**	**UN SDGs**
Develop skills and improve wellbeing of 500,000 factory workers by 2025, since the beginning of 2015.	In collaboration with NGO partners and other external organizations, we provide programs designed to help suppliers continually improve along their sustainability journey. During 2019, 11,000 supplier factory workers participated in seven programs at supplier sites in five countries, bringing the total to 266,400 workers trained since the beginning of 2015, 53% of the way to our goal.[29]	[SDG 8] [SDG 10]
Double factory participation[30] in our supply chain sustainability programs by 2025, compared to 2015.	In 2019, the factory participation rate was up 53% compared to our baseline. This increase reflects the launch of a supplemental program to audit health and safety conditions within various suppliers. We will continue to focus on increasing participation—deepening engagement with suppliers who already have strong management systems and coaching smaller spend and sub-tier suppliers to improve the maturity of their sustainability management.	[SDG 8] [SDG 10]
Maintain greater than 99% completion rate of annual Integrity at HP (formerly Standards of Business Conduct) training among active HP employees and the Board of Directors.	Our annual Integrity at HP training covers key policies, procedures, and high-risk issues that employees might face, and incorporates scenarios based on actual investigations. Each year, all employees are required to complete this training, including content on anti-corruption, conflicts of interest, accurate business records, and anti-retaliation. In 2019, 99.4% of employees, including senior executives, completed Integrity at HP training, as well as all members of our Board of Directors.	[SDG 16]

SUSTAINABLE IMPACT GOALS AND PROGRESS DETAILS

Community Goal	Community Progress Through 2019	UN SDGs
Enable better learning outcomes for 100 million people by 2025, since the beginning of 2015.	Access to a quality education is a fundamental human right. This belief is at the core of our global education programs and solutions, which emphasize access for all and deliver educational opportunities to girls, women, and some of the world's most vulnerable and marginalized communities. More than 28.7 million students and adult learners have benefited from HP's education programs and solutions that advance quality learning and digital literacy, and enable better learning outcomes, since the beginning of 2015.	4 QUALITY EDUCATION 5 GENDER EQUALITY
Enroll 1 million HP LIFE users between 2016 and 2025.	To bridge the "digital divide" and build skills for the future, the HP Foundation provides core business and IT skills training free of charge for start-ups, students, and small businesses through HP LIFE (Learning Initiative for Entrepreneurs). The program offers global access to 32 free courses in seven languages, with a focus on providing highly accessible and usable content. Since 2016, 214,000 users have enrolled in HP LIFE courses.	4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH
Contribute 1.5 million employee volunteering hours by 2025 (cumulative since the beginning of 2016).	HP taps into the talents, passions, and entrepreneurial spirit of employees to make a difference in our communities. In 2019, 8,850 employees contributed about 145,000 hours to local volunteer efforts in 51 countries, with a value of $5.43 million.[31] HP employees are granted four hours paid volunteer time per month. In addition, HP's Time Off Community Support Grant allows employees to apply for a week of paid volunteer time to support more intensive engagements and travel service projects. Since 2016, HP employees have contributed a cumulative 429,000 volunteering hours.	11 SUSTAINABLE CITIES AND COMMUNITIES 17 PARTNERSHIPS FOR THE GOALS
Contribute $100 million in HP Foundation and employee community giving[32] by 2025 (cumulative since the beginning of 2016).	Giving from the HP Foundation and employees reached $35.17 million through 2019.	11 SUSTAINABLE CITIES AND COMMUNITIES 17 PARTNERSHIPS FOR THE GOALS

Learn more in HP's 2019 Sustainable Impact Report.

Forward-Looking Statements

This document 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, the results of HP Inc. and its consolidated subsidiaries 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 potential impact of the COVID-19 pandemic and the actions by governments, businesses and individuals in response to the situation; 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, net revenue or profitability improvements or other financial impacts; any statements concerning the expected development, performance, market share or competitive performance relating to products or services; 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 or disputes; any statements of expectation or belief, including with respect to the timing and expected benefits of acquisitions and other business combination and investment transactions; 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 include factors relating to the effects of the COVID-19 pandemic and the actions by governments, businesses and individuals in response to the situation, the effects of which may give rise to or amplify the risks associated with many of these factors listed here; HP's ability to execute on its strategic plan, including the recently 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 need to address the many challenges facing HP's businesses; 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 and reseller landscape; the development and transition of new products and services and the enhancement of existing products and services to meet customer needs and respond to emerging technological trends; successfully competing and maintaining the value proposition of HP's products, including supplies; the need to manage third-party suppliers, 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; 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; integration and other risks associated with business combination and investment transactions; the results of the restructuring plans, including estimates and assumptions related to the cost (including any possible disruption of HP's business) and the anticipated benefits of the restructuring plans; the protection of HP's intellectual property assets, including intellectual property licensed from third parties; the hiring and retention of key employees; the impact of macroeconomic and geopolitical trends and events; risks associated with HP's international operations; the execution and performance of contracts by HP and its suppliers, customers, clients and partners; disruptions in operations from system security risks, data protection breaches, cyberattacks, extreme weather conditions, medical epidemics or pandemics such as the COVID-19 pandemic, and other natural or manmade disasters or catastrophic events; the impact of changes in tax laws; potential 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, 2019, HP's Quarterly Report on Form 10-Q for the fiscal quarter ended January 31, 2020, and HP's other filings with the Securities and Exchange Commission.

As in prior periods, the financial information set forth in this document, 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 Quarterly Reports on Form 10-Q for the fiscal quarters ended April 30, 2020 and July 31, 2020, Annual Report on Form 10-K for the fiscal year ended October 31, 2020 and HP's other filings with the Securities and Exchange Commission. The forward-looking statements in this document are made as of the date of this document and HP assumes no obligation and does not intend to update these forward-looking statements.

HP's Investor Relations website at 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 document 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.

1 In 2019, we tracked more than $1.6 billion in new sales wins (total contract value) in which sustainability criteria were a known consideration and were supported actively by HP's Sustainability and Compliance organization, an estimated 69% increase over the $900+ million reported in 2018.

2 Ibid

3 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 plastic 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.

4 Renewable material, as defined in the Global Reporting Initiative standards, is "material derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes, so that the services provided by these and other linked resources are not endangered and remain available for the next generation." This data includes paper, paper-based packaging, and wood pallets.

5 This continues a goal from before the separation of Hewlett-Packard Company on November 1, 2015, extending the goal to 2025. Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.

6 Product use GHG emissions intensity describes the performance of our portfolio, taking into account changes to product mix and business growth. HP Product use GHG emissions intensity measures per unit GHG emissions during anticipated product lifetime use. These values are then weighted by contribution of personal systems and printing products to overall revenue in the current year. These emissions represent more than 99% of HP product units shipped each year, including notebooks, tablets, desktops, mobile computing devices, workstations, displays, and digital signage; HP inkjet, LaserJet, DesignJet, Indigo, Scitex, and Jet Fusion 3D printers; and scanners.

7 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 Business (GSB) 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.

8 Ibid

9 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 plastic 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.

10 One income opportunity equals the ability for a person to earn a consistent income for one month.

11 This continues a goal from before the separation of Hewlett-Packard Company on November 1, 2015, extending the goal to 2025. Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.

12 Product use GHG emissions intensity describes the performance of our portfolio, taking into account changes to product mix and business growth. HP Product use GHG emissions intensity measures per unit GHG emissions during anticipated product lifetime use. These values are then weighted by contribution of personal systems and printing products to overall revenue in the current year. These emissions represent more than 99% of HP product units shipped each year, including notebooks, tablets, desktops, mobile computing devices, workstations, displays, and digital signage; HP inkjet, LaserJet, DesignJet, Indigo, Scitex, and Jet Fusion 3D printers; and scanners.

13 All HP brand paper and paper-based product packaging will be derived from certified and recycled sources by 2020, with a preference for virgin fiber from certified sources of the Forest Stewardship Council® (FSC®). Packaging is the box that comes with the product and all paper (including packaging and materials) inside the box. Forest Stewardship Council® (FSC®) HP License Code FSC®-C017543. www.fsc.org.

14 Progress through 2019 includes 77,800 factory workers in 2015, 45,700 in 2016, 119,900 in 2017, 12,000 in 2018, and 11,000 in 2019.

15 This data does not include participation in RBA audits. "Participation in our supply chain sustainability programs" is

quantified by those programs that go beyond audits to build supplier capabilities to meet our standards. This includes deep dive assessment, weekly reporting of labor metrics, procurement engagement through our supplier Sustainability Scorecard, and in-depth coaching and workshops tailored to supplier risks.

16 Board of Directors data as of November 1, 2019. Other data as of October 31, 2019. Employee data refers to regular full time and part time employees.

17 Goods and services produced by HP's diverse suppliers and their supply chains

18 As of October 31, 2019.

19 All employees receive multidimensional and objective-based performance evaluations. These interactions are reflected in employees' individual annual development plans, and result in ongoing development experiences, stretch projects, and advancement to new roles.

20 Data refers to the percentage of HP 2019 Voice Insight Action (VIA) employee survey respondents who strongly agreed or agreed with each statement.

21 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 plastic 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.

22 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 Business (GSB) 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.

23 Product use GHG emissions intensity describes the performance of our portfolio, taking into account changes to product mix and business growth. HP Product use GHG emissions intensity measures per unit GHG emissions during anticipated product

lifetime use. These values are then weighted by contribution of personal systems and printing products to overall revenue. These emissions represent more than 99% of HP product units shipped each year, including notebooks, tablets, desktops, mobile computing devices, workstations, displays, and digital signage; HP inkjet, LaserJet, DesignJet, Indigo, Scitex, and Jet Fusion 3D printers; and scanners.

24 This is the number of countries or territories where HP offers hardware recycling and/or HP ink cartridge recycling and/or HP toner cartridge recycling.

25 Less than 2% of paper by tonnage is not labeled as certified, but is made from certified fiber. Recycled fiber for paper products is included in the FSC-certified value.

26 Ibid

27 Intensity is calculated as the portion of first-tier production and product transportation suppliers' reported GHG emissions attributable to HP divided by HP's annual revenue. This method normalizes performance based on business productivity. Intensity is reported as a three-year rolling average to decrease the impact of variance year over year and highlight longer-term trends. Production supplier GHG emissions include Scope 1 and Scope 2.

28 This continues a goal from before the separation of Hewlett-Packard Company on November 1, 2015, extending the goal to 2025. Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.

29 Progress through 2019 includes 77,800 factory workers in 2015, 45,700 in 2016, 119,900 in 2017, 12,000 in 2018, and 11,000 in 2019.

30 This data does not include participation in RBA audits. "Participation in our supply chain sustainability programs" is quantified by those programs that go beyond audits to build supplier capabilities to meet our standards. This includes deep dive assessment, weekly reporting of labor metrics, procurement engagement.

31 Hourly rate based on type of volunteering: $195/hour for board, service corp, pro bono, and skills based; $25.43/hour for hands-on and undetermined. Valuation of non-U.S. volunteering hours is adjusted using World Bank data for purchasing power differences across countries.

32 Includes valuation of employee volunteer hours, employee donations, HP Foundation match, and HP Foundation grants.