SUSTAINABLE IMPACT REPORT

—2018—

HP Inc.'s vision is to create technology that makes life better for everyone, everywhere.

"Our customers, consumers and employees are passionate about the environment and social justice, and they expect companies like ours to lead with purpose."

80 years ago, Bill Hewlett and Dave Packard cleared out a small California garage to launch a business. With all the funding they could muster — a grand total of $538 dollars — they set out to create a different kind of company.

One that pushes the boundaries of human potential and progress. An engine of innovation that not only creates value for its customers and shareholders, but also for society.

This mindset was decades ahead of its time, and it has never been more important. Because, while we are seeing unprecedented technological innovation across industries, we're also confronting serious societal challenges — from climate change and other threats to our planet, to persistent inequality that prevents far too many people and communities from reaching their full potential.

Companies have critically important roles to play in solving these problems — not simply because it's the right thing to do, but because it's a business imperative. A growing number of our customers, consumers and employees are passionate about the environment and social justice, and they expect companies like ours to lead with purpose.

Across HP, our people and our partners are doing just that — and it's having a measurable impact on our results. In 2018, our Sustainable Impact programs drove more than $900 million of new revenue, a 35 percent increase versus prior year.

Yet while we are making significant progress, we are nowhere near the end of our journey. We are doubling down on our commitments and seeking new ways to turn the challenges of today into the opportunities of tomorrow.

This requires us to set our sights high. It's not enough to simply check a box and move on. It's about creating **technology that is truly in the service of humanity**. It's about always aspiring to produce something beyond products and profits.

At HP, we aspire to create **a world without waste**. From our supply chain, to our operations, to our technology and service offerings, we are transforming our entire business for a circular, low-carbon economy. We are reinventing how we design, deliver and recover our products to enable our customers to drive growth while shrinking their carbon footprint. And we are disrupting the global manufacturing sector with 3D printing technology that's making companies more competitive, productive and sustainable.

We also know that, to achieve this vision, we must be **powered by diversity and inclusion**. We are proud to have the most diverse Board of Directors of any U.S. technology company and be amongst the top technology companies for women in executive positions. Attracting the brightest talent and building a culture where people from all walks of life can contribute and flourish is a cornerstone of our success. This work is not confined to the walls of HP. We work hard to ensure our products are

manufactured with respect and care for the people who make them, and we have provided skills and well-being training to more than a quarter-million workers worldwide.

And, as we push forward on our journey, we'll be **investing to equip and empower communities** to thrive. We believe education is a fundamental human right. We have now enabled better learning outcomes for 21 million people around the world, well on our way to achieving our goal of 100 million by 2025. At the same time, our people are investing their time, talents and resources in their local communities. By 2025, HP employees will log 1.5 million volunteer hours.

Across HP, we are reinventing our company to meet the evolving needs of our business and the world we share. We will continue to adapt to changes and rise to challenges. And, together with our partners, we will lead **a sustainability revolution fueled by technology**. Afterall, that is what innovation is all about — finding solutions that benefit our business and society as a whole.

Best Regards,

Dion Weisler

Dion Weisler
President and Chief Executive Officer, HP Inc.

Business Overview

Reinventing Impact

Business Overview

HP Inc. creates technology that makes life better for everyone everywhere—every person, every organization, and every community around the globe.

Through our portfolio of printers, PCs, mobile devices, solutions, and services, we engineer experiences that amaze.

Our Strategy

Our strategy is focused on leveraging our existing portfolio of products and services to meet the demands of a continually changing technological landscape and to offset certain areas of industry decline.

To successfully execute this strategy, we must emphasize the aspects of our core business where demand remains strong, identify and capitalize on natural areas of growth, and innovate and develop new products and services that will enable us to expand beyond our existing technology categories.

Driving long-term shareholder value

STRATEGY			WHAT TO EXPECT
	printing	**personal systems**	
LEADERSHIP IN CORE	• Revitalize consumer • Drive commercial	• Lead commercial • Grow premium	Predictable cash flow and return of capital
ACCELERATE IN GROWTH	• Disrupt copier market • Accelerate graphics	• Drive commercial transformation	Sustainable growth opportunities over time
CAPTURE THE FUTURE	• Lead 3D printing	• Create new immersive categories	Long-term value creation

Leading with Sustainable Impact

$58.5 BILLION

in net revenue.

$4.5 BILLION

of net cash provided by operations, $3.5 billion of which was returned to stockholders in the form of share repurchases and dividends.

26,000+

registered patents.[2]

250,000+

channel partners.

$1.4 BILLION

R&D spend.

See our full financial performance.

How We Deliver Value

Inputs in 2018

As we drive progress on our business strategy, we remain committed to leveraging our breadth and scale to create powerful change and sustainable impact.

HUMAN

Skills, expertise, competencies, and capabilities of HP's approximately 55,000 employees globally[3]

12,000 supplier factory workers engaged in skills-building and wellbeing programs

INTELLECTUAL

$1.4 billion invested in R&D

Market and customer insights

FINANCIAL

Total assets: $34.6 billion[4]

Long-term debt: $4.5 billion[5]

MANUFACTURED

HP manufacturing plants
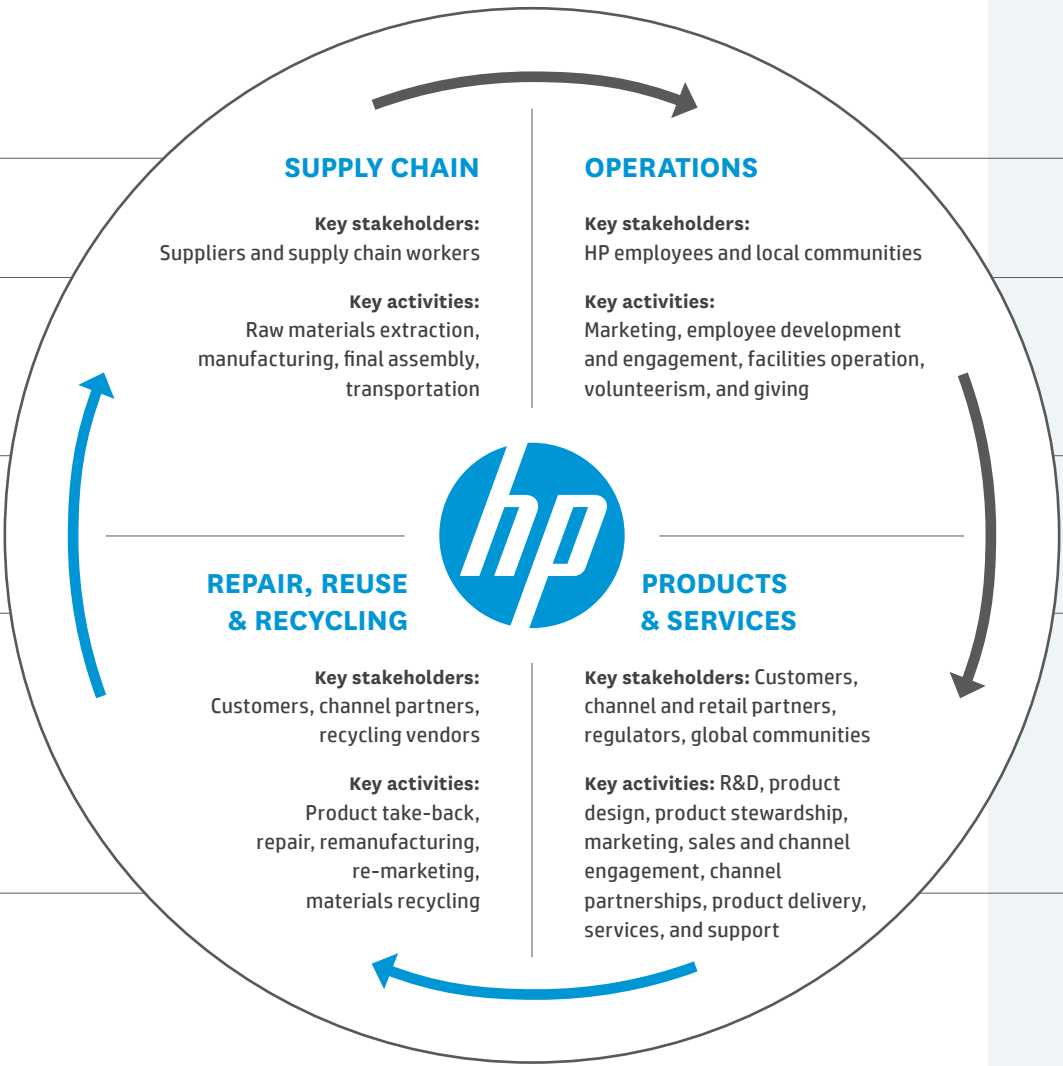
100's of production suppliers

NATURAL

589,217 MWh of electricity used in global operations, including 47% renewable electricity use[6]

Approximately 1 million tonnes of materials in our products and packaging[7]

21,250 tonnes of recycled plastic used in HP products

SOCIAL AND RELATIONSHIP

Employee, supplier, and partner codes of conduct and engagement

$7.12 million in HP cash and product contributions[8]

140,000 employee volunteer hours

SUPPLY CHAIN

Key stakeholders:
Suppliers and supply chain workers

Key activities:
Raw materials extraction, manufacturing, final assembly, transportation

OPERATIONS

Key stakeholders:
HP employees and local communities

Key activities:
Marketing, employee development and engagement, facilities operation, volunteerism, and giving

REPAIR, REUSE & RECYCLING

Key stakeholders:
Customers, channel partners, recycling vendors

Key activities:
Product take-back, repair, remanufacturing, re-marketing, materials recycling

PRODUCTS & SERVICES

Key stakeholders: Customers, channel and retail partners, regulators, global communities

Key activities: R&D, product design, product stewardship, marketing, sales and channel engagement, channel partnerships, product delivery, services, and support

Value created in 2018

HUMAN

88% of employees feel HP values diversity[9]

1.66 million training hours, an average of 30 hours per employee

73% engagement rate among HP employees[10]

INTELLECTUAL

26,000+ patents[11]

FINANCIAL

Net revenue: $58.5 billion
Net earnings: $5.3 billion
Net cash provided by operations: $4.5 billion
Share re-purchases and dividends: $3.5 billion

MANUFACTURED

1 printer and 1.7 PCs shipped per second; 100 million products delivered each year[12]

ECO declarations covering 93% of revenue[13]

NATURAL

41% decrease in Scope 1 and 2 GHG emissions, since 2015

5% increase in materials use intensity for personal systems products compared to 2017, and 14% decrease versus 2016

12% reduction in materials use intensity for printers compared to 2017, and 16% decrease versus 2016

SOCIAL AND RELATIONSHIP

Customer, partner, and supplier retention and satisfaction

Better learning outcomes for more than 21 million students and adult learners through 2018

Improved resilience in communities where we live, work, and do business

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

RATINGS AND RANKINGS

BARRON'S
100 Most Sustainable
U.S. companies

GLOBAL100
2019

Gartner
Supply Chain Top 25

CDP
DISCLOSURE INSIGHT ACTION
A LIST
2018
CLIMATE
CHANGE

CDP
DISCLOSURE INSIGHT ACTION
SUPPLIER
ENGAGEMENT
LEADER
2019

MEMBER OF
**Dow Jones
Sustainability Indices**
In Collaboration with RobecoSAM

CR
100 BEST
CORPORATE
CITIZENS
2019

DIVERSITY BEST PRACTICES
LEADING
INCLUSION
INDEX
COMPANY
2018
Diversity and
Inclusion Index

GOLD
2018
ecovadis
CSR
Rating
Listed for nine
straight years

BUSINESS IMPACT

$900+ MILLION

in new revenue in 2018 where
Sustainable Impact was a key
differentiator.[14]

35%

Year-over-year increase in value
of deal wins where Sustainable
Impact was a key differentiator.[15]

EMPLOYEE ENGAGEMENT

89%

of employees agree that HP
is socially and environmentally
responsible.[16]

88%

of employees agree that
HP values diversity.[17]

Global Megatrends Shaping our Future

At HP, we believe Megatrends will have a sustained, transformative impact on the world in the years ahead — on businesses, societies, economies, cultures, and our personal lives.

By studying these forces and their effects on business and society, HP is better able to develop and deliver solutions that meet and exceed changing customer needs, and also help to address some of the most pressing challenges and transformative opportunities on the horizon.

Read more at HPMegatrends.com.
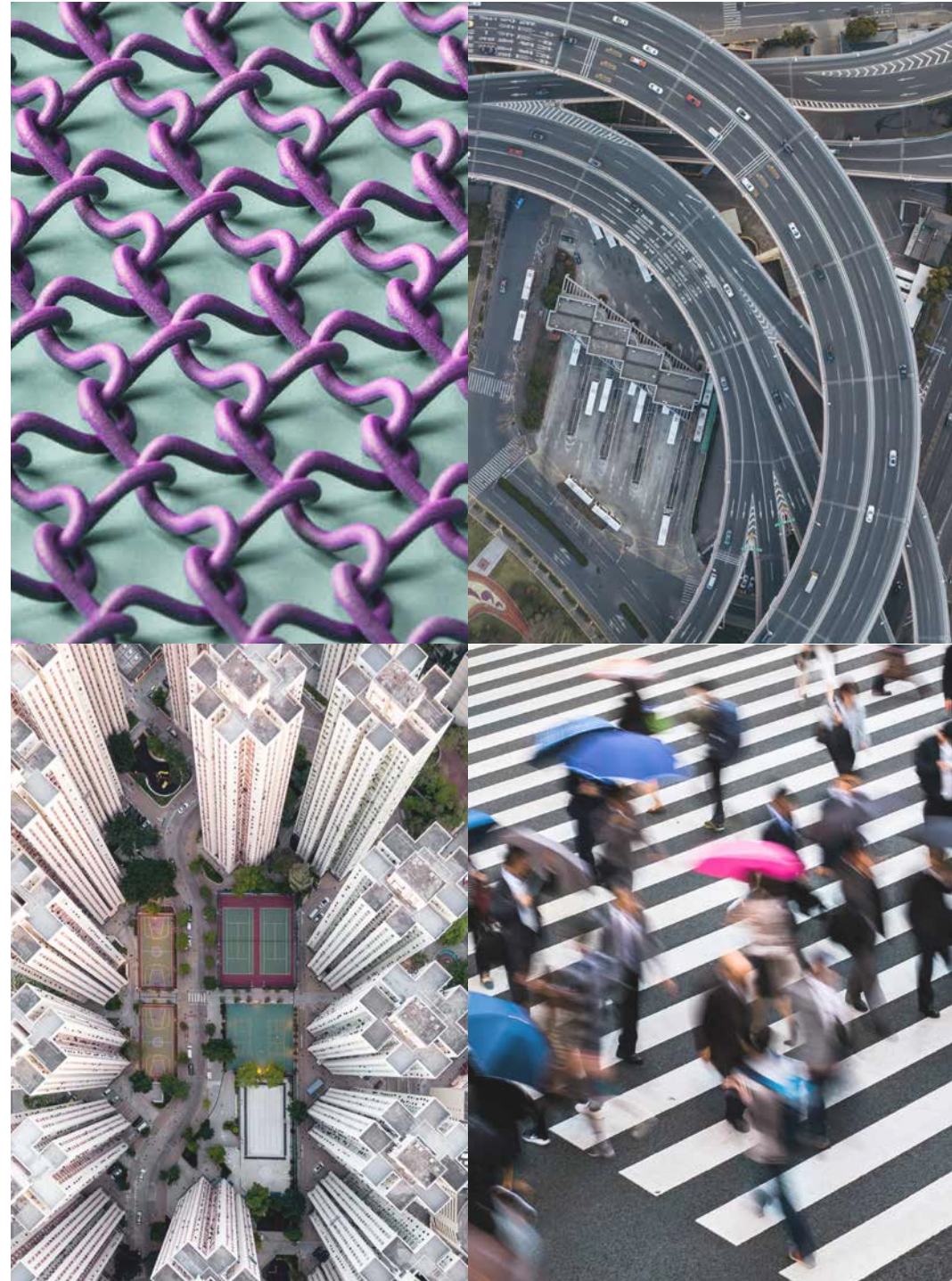
Global Megatrends

RAPID URBANIZATION

By 2030, there will be 8.5 billion people[18] on earth

By 2050, 68% of people will live in cities[19]

CHANGING DEMOGRAPHICS

By 2025, Millennials and Gen Z will make up 75% of the global workforce[20]

By 2050, twice as many people will be over age 65 as today, globally[21]

HYPER GLOBALIZATION

From 2017 to 2030, the number of connected IoT devices will increase by 12% per year on average, to 125 billion[22]

By 2025, nearly half of the world's big companies will be headquartered in today's emerging markets[23]

ACCELERATED INNOVATION

In 30 years, processing power per dollar will increase a billion-fold

By 2022, artificial intelligence and robotics will create almost 60 million more jobs than they replace[24]

EFFECTS

ECONOMIC IMPACT

Incomes are rising for most people around the world, but inequality has also been increasing

RISE OF ASIA

Asia is expected to drive two-thirds of global income growth by 2035[25]

JOBS & LABOR

Changing demographics and a shrinking working age population will drive a growing labor gap

AUTOMATION & EDUCATION

Greater automation will help to address the labor gap while changing the nature of work and requiring new skills and lifelong learning

ENERGY & SUSTAINABILITY

By 2050, we would need 2.3 Earths to sustain the resource demands of our global population[26]

Reinventing Impact

HP's Sustainable Impact Strategy

Create lasting, positive change for the planet, our people, and communities

Sustainable Impact is at the heart of our reinvention journey — fueling our innovation and growth, strengthening our business for the long term, and enabling us to develop and deliver the best solutions for our customers.

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

Empower 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.

Planet: 7 AFFORDABLE AND CLEAN ENERGY · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION

People: 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH · 10 REDUCED INEQUALITIES

Community: 4 QUALITY EDUCATION · 11 SUSTAINABLE CITIES AND COMMUNITIES · 17 PARTNERSHIPS FOR THE GOALS

UN Sustainable Development Goals (UN SDGs)

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.

We measure success by how our actions and solutions help create a more sustainable future for our planet, people, and the communities where we live, work, and do business.

Planet

PRODUCTS AND SERVICES

NEW GOAL

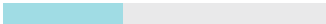Use 30% post-consumer recycled content plastic across HP's personal systems and print product portfolio by 2025

PROGRESS

23% of goal achieved

NEW GOAL
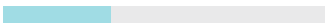
Reduce HP product use GHG emissions intensity by 30% by 2025

PROGRESS

37% of goal achieved

Recycle 1.2 million tonnes of hardware and supplies by 2025

PROGRESS

33% of goal achieved

SUPPLY CHAIN

Achieve zero deforestation associated with HP brand paper and paper-based product packaging by 2020

PROGRESS

100% of goal achieved for HP brand paper

65% of goal achieved for paper-based packaging

Reduce supply chain GHG emissions intensity by 10% by 2025

PROGRESS

0% of goal achieved

Help suppliers cut 2 million tonnes of CO_2 equivalent emissions by 2025

PROGRESS

58% of goal achieved

OPERATIONS

NEW GOAL

Use 60% renewable electricity in global operations by 2025

PROGRESS

78% of goal achieved

NEW GOAL

Reduce Scope 1 and 2 GHG emissions by 60% by 2025
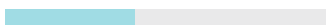
PROGRESS

68% of goal achieved

Reduce potable water consumption in global operations by 15% by 2025

PROGRESS

40% of goal achieved

People

Develop skills and improve wellbeing of 500,000 factory workers by 2025

PROGRESS

51% of goal achieved

Double factory participation in sustainability programs by 2025

PROGRESS

0% of goal achieved

Community

Enable better learning outcomes for 100 million people by 2025

PROGRESS

21% of goal achieved

Contribute 1.5 million cumulative employee volunteer hours by 2025

PROGRESS

19% of goal achieved

Enroll 1 million HP LIFE users by 2025

PROGRESS

17% of goal achieved

Contribute $100 million in HP Foundation and employee community giving by 2025

PROGRESS

23% of goal achieved

For additional details, see the following page.

Planet

Goal	Progress in 2018	UN SDGs
PRODUCTS AND SERVICES		
NEW GOAL Use 30% post-consumer recycled content plastic across HP's personal systems and print product portfolio by 2025.[27]	Through the end of 2018, we achieved 7% post-consumer recycled content plastic use in HP personal systems and print products.	12, 14
NEW GOAL Reduce HP product use GHG emissions intensity by 30% by 2025, compared to 2015.[28]	Through the end of 2018, we achieved an 11% decrease.	7, 12, 13
Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016.	Reached 395,200 tonnes recycled through the end of 2018.	12
SUPPLY CHAIN		
Achieve zero deforestation associated with HP brand paper and paper-based product packaging by 2020.[29]	100% achieved for HP brand paper in 2016 and maintained that performance through 2018. Reached 65% for paper-based product packaging.	13, 15
Reduce first-tier production supplier and product transportation related GHG emissions intensity by 10% by 2025, compared to 2015.[30]	Through December 2017 (the most recent year data is available), GHG emissions intensity increased by 6% compared to 2015.	13
Help suppliers cut 2 million tonnes of carbon dioxide equivalent (CO_2e) emissions between 2010 and 2025.[31]	Through 2017, suppliers have avoided 1.16 million tonnes of CO_2e emissions.	13
OPERATIONS		
NEW GOAL Use 60% renewable electricity in global operations by 2025.	HP's global operations procured and generated 275,944 MWh of renewable electricity and attributes, equivalent to 47% of our global electricity consumption.	7, 13
NEW GOAL Use 100% renewable electricity in global operations by 2035.		
NEW GOAL Reduce Scope 1 and Scope 2 GHG emissions from global operations by 60% by 2025, compared to 2015.	HP's global operations produced 229,600 tonnes of Scope 1 and Scope 2 CO_2e emissions, 41% less than our 2015 baseline.	13
Reduce potable water consumption in global operations by 15% by 2025, compared to 2015.	Potable water consumption equaled 2,997,000 cubic meters globally, 6% less than in 2015.	12, 13, 15

People

Goal	Progress in 2018	UN SDGs
Develop skills and improve wellbeing of 500,000 factory workers by 2025, since the beginning of 2015.	255,400 supplier factory workers have participated in programs since the beginning of 2015.[32]	8, 10
Double factory participation[33] in sustainability programs by 2025, compared to 2015.	Factory participation decreased by 3% compared to 2015, due in large part to changes in the composition of our supply chain in 2018.	8, 10

Community

Goal	Progress in 2018	UN SDGs
Enable better learning outcomes for 100 million people by 2025, since the beginning of 2015.	More than 21 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, 5
Enroll 1 million HP LIFE users between 2016 and 2025.	166,000 users have enrolled in HP LIFE courses since 2016.	4, 5, 8
NEW GOAL Contribute 1.5 million employee volunteering hours by 2025 (cumulative since the beginning of 2016).	HP employees have contributed 284,000 volunteer hours to local impact projects through 2018.	11, 17
NEW GOAL Contribute $100 million in HP Foundation* and employee community giving[34] by 2025 (cumulative since the beginning of 2016).	Giving from the HP Foundation and employees reached $23.21 million through 2018.	11, 17

*The HP Foundation is a nonprofit, 501(c)3 organization.

For more detail, see the full HP 2018 Sustainable Impact Report.

A World Without Waste

Against a backdrop of rapid population growth, an expanding middle class, and increasingly scarce natural resources, the traditional linear "take, make, dispose" production model is no longer viable.

We require a fundamental shift toward a more circular and low-carbon model. Companies that can grow without also increasing raw materials consumption will thrive in a resource-constrained future — and will be well placed to help customers do the same.

Our commitment to transforming our business model spans our value chain: from our sourcing practices and operational excellence to how we design, deliver, recover, repair, and reuse our products and solutions. This transformation will redefine how we function as a business and how our customers work and live, through technology and solutions that enable entire industries to eliminate waste and drive efficient, circular value chains.

1.7x

Global resource consumption in 2018 occurred 1.7 times faster than the planet's ecosystems can regenerate.[35]

HP promotes public policies, cross-industry initiatives, and sustainable product standards that support progress in this area. In 2018, we endorsed the European Strategy for Plastics and the French Circular Economy Roadmap.

HP builds durable products that are easier than ever to repair and upgrade, which extends their useful lives while reducing costs. Several HP products have received high scores from the iFixit product repair site. For example, the Elite x2 1013 G3, an EPEAT® Gold tablet, has an iFixit repairability rating of 9 out of 10. Our EliteBook 800 G5 Business Notebook series also received a 10 out of 10 iFixit repairability score.

At the 2018 World Economic Forum in Davos, we joined the Platform for Accelerating the Circular Economy (PACE) and in 2019 extended our commitment to continue transitioning our company and our customers to a circular "make, use, reuse" approach that seeks to close the loop for our products, including capital equipment such as our digital industrial printing presses.

As a member of the Ellen MacArthur Foundation's global commitment to address plastic waste at its source, HP is working toward an economy where plastic never becomes waste or pollution.

To achieve this objective, we must eliminate problematic and unnecessary plastic items from our products, innovate to ensure the plastics we use are reusable or recyclable, and circulate plastics away from the environment and back into the economy.

FOR EXAMPLE:

We use recycled ocean-bound plastic bottles to make Original HP ink cartridges, diverting over 25 million plastic bottles since 2016; see Closing the loop on plastics.

HP's groundbreaking closed-loop recycling program uses plastic from recycled Original HP cartridges (plus recycled bottles and hangers) to create new Original HP cartridges.
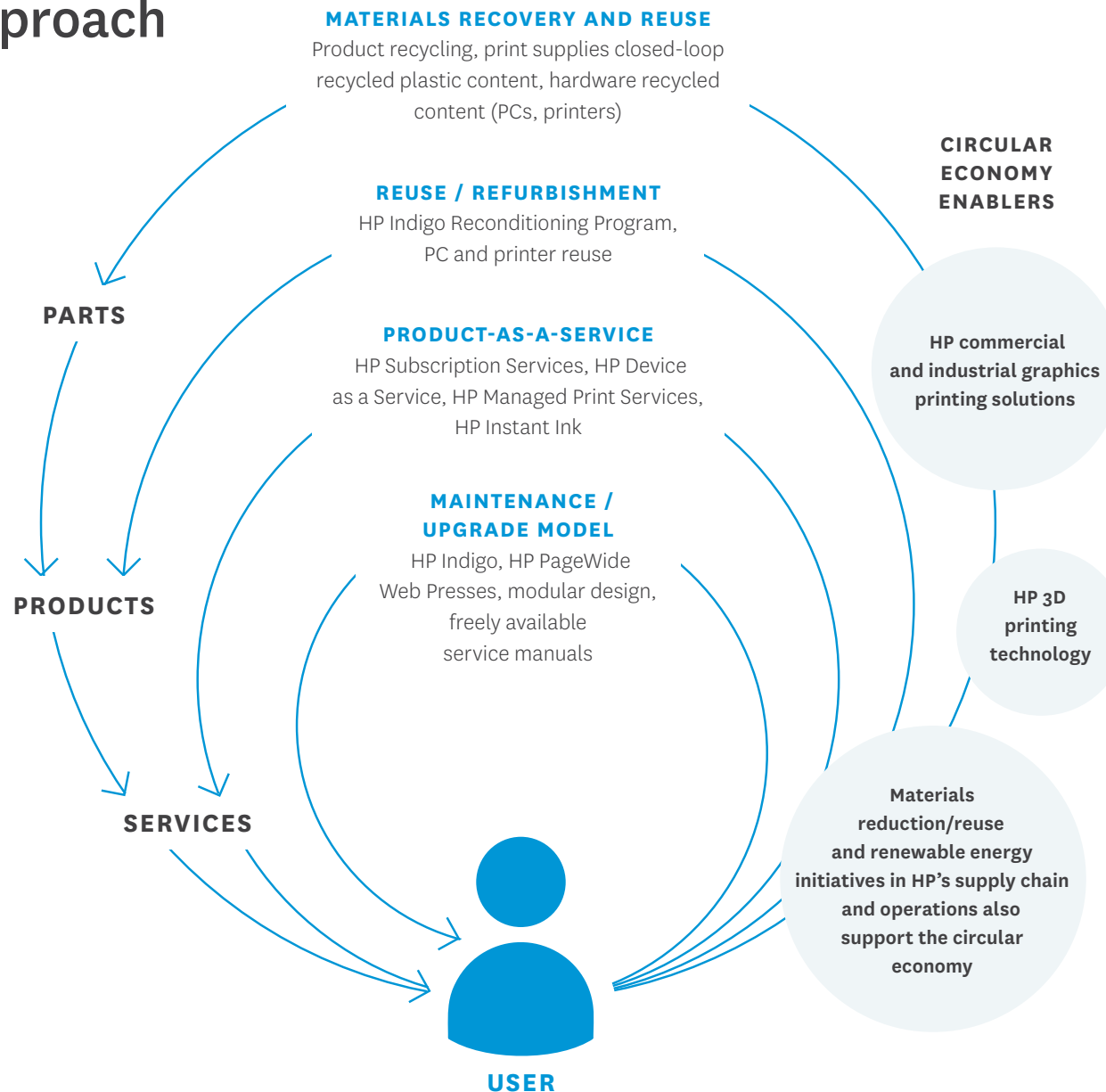
Customers can return used electronic products to any one of about 1,000 Best Buy stores in the United States (in addition to a wide range of other customer take-back programs). We use the recovered post-consumer recycled plastic resin to make new HP ENVY Photo 6200, 7100, and 7800 Printers.

HP works with Homeboy Electronics Recycling to recycle HP products and recover material, supporting employment and jobs training while enabling a more circular economy.

HP's Full Circle Approach

MATERIALS RECOVERY AND REUSE
Product recycling, print supplies closed-loop recycled plastic content, hardware recycled content (PCs, printers)

REUSE / REFURBISHMENT
HP Indigo Reconditioning Program, PC and printer reuse

CIRCULAR ECONOMY ENABLERS

PRODUCT-AS-A-SERVICE
HP Subscription Services, HP Device as a Service, HP Managed Print Services, HP Instant Ink

HP commercial and industrial graphics printing solutions

MAINTENANCE / UPGRADE MODEL
HP Indigo, HP PageWide Web Presses, modular design, freely available service manuals

HP 3D printing technology

PARTS

PRODUCTS

SERVICES

Materials reduction/reuse and renewable energy initiatives in HP's supply chain and operations also support the circular economy

USER

OUR PRIORITIES

Decoupling growth from consumption

- Dematerialization and increased recycled content
- Durability and repairability
- Product repair, reuse, and recycling

Transforming industry business models

- Shift from transactional to service-based models
- Digitizing supply chains to reduce waste and cost

Collaborating with partners and customers

- Building new circular supply chains
- Supporting customers

EXTENDING PRODUCT LIFE AND SUPPORTING INNOVATION WITH SERVICE-BASED SOLUTIONS

Service-based solutions — such as HP Device as a Service (DaaS), HP Managed Print Services, and HP Instant Ink — provide customers with access to the latest technologies, enabling them to scale as business needs evolve. In 2019, HP completed a preliminary life cycle assessment (LCA) comparing its DaaS offering for commercial PCs with traditional transactional sales offerings. Results showed a substantial reduction in environmental impacts across all categories assessed, due to the DaaS service model, which keeps PCs in use for multiple life cycles. We are working with an LCA consultancy to conduct a full, ISO-compliant, peer-reviewed LCA to more fully understand the magnitude of those benefits. We plan to publish study results in the coming year.

LOWERING THE ENVIRONMENTAL IMPACTS OF COMMERCIAL PRINTING

In 2018, HP saved more than 800 tonnes[36] of metal and plastics through the extended take-back of spare parts, supplies, and used commercial print presses.

During the last four years, we have more than doubled the weight of raw materials saved through the return of HP Indigo press binary ink developer (BID) components, and in 2018 used more than 50 tonnes of recycled content plastic in Indigo supplies. The click-charge cost-per-print business model includes consumables, which increases our incentive to deliver consumables in the most resource-efficient way possible. All Indigo presses collect and reuse imaging oil, and the Regenerated Imaging Oil (RIO) system in our best-selling presses further reduces waste oil by 20–50% on average.[37]

By the end of 2019, we aim to increase the reuse of spare parts in HP Indigo presses to 70%, and increase the BID return rate to 80%.
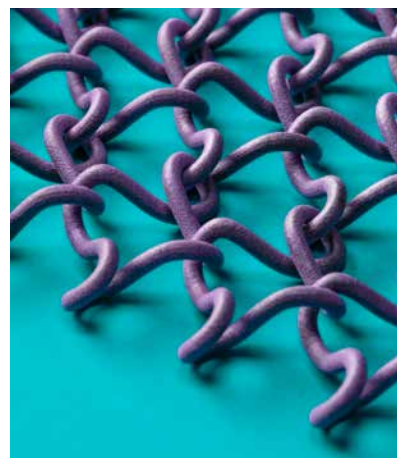
TRANSFORMING INDUSTRIES WITH 3D PRINTING

HP Multi Jet Fusion 3D printing technology has the potential to revolutionize manufacturing and other industries and transform supply chains by providing on-demand, more localized means of production.

This offers enormous potential for the circular economy in terms of expanding product life, reducing waste and greenhouse gas (GHG) emissions, and avoiding the impacts associated with transportation and inventory of raw materials and finished goods.

3D printing can also reduce the amount of materials, time, and cost needed to make finished parts by realizing complex shapes or redesigning complex assemblies into a single part.

2018 PROGRESS TOWARD A CIRCULAR ECONOMY

↓14%

reduction in personal systems materials use intensity since 2016.

↓16%

reduction in printers materials use intensity since 2016.

21,250 TONNES

of recycled plastic used in HP products.

4.34 MILLION

units of hardware repaired.

1.25 MILLION

units of hardware remarketed / reused.

133,800 TONNES

of hardware and supplies recycled.

Transforming for a Low-carbon Future

Climate change is one of the most significant and urgent issues facing business and society today. The science is clear, and the urgency to act is increasing.

At HP, we recognize that addressing climate change is not only our responsibility, but also vital to the long-term success of our business.

Our vision is to transform our entire business to help drive a more efficient, circular, and low-carbon future, and to support our customers and communities to achieve more, with less impact. HP's long legacy of environmental leadership and demonstrated commitment to climate action has been widely recognized.

For the 5th consecutive year

For the 3rd consecutive year

#5 as of Q1 2019

Engaging in policy advocacy and industry collaboration

We support market- and science-based policies and solutions that aim to mitigate climate change, provide transparency and accountability, promote innovative technologies to lower carbon footprints, and encourage the production and use of renewable energy.

As part of HP's continuing drive to combat climate change, in September 2018, at the Global Climate Action Summit in California, HP and 20 other technology companies signed the "Step Up" Declaration, indicating the industry's ongoing commitment to accelerate progress.

We also continued our support for the Paris Agreement as one of 17 companies to sign a C2ES-led joint business statement welcoming the work at COP24 to set forth the Paris "rulebook" to guide the implementation of the agreement.

In addition, we work to accelerate collective climate action through global programs, including:

CDP — *to engage and drive performance with our suppliers*

WWF Climate Savers — *to share, learn, and adopt best practices*

RE100 — *to advance the shift to 100% renewable power*

HP's carbon footprint increased by 9% in 2018, compared to the prior year. Growth in PC and printer sales increased emissions in the production and product use phases. These factors offset reductions from design innovation and product portfolio shifts.

Setting goals and tracking progress to reduce climate impact across our value chain

HP was the first global IT company to publish a full carbon footprint. The understanding we gain through this analysis helps us target opportunities for improvement and drive progress. We were also the first to set bold goals to reduce GHG emissions across our entire value chain, and one of the first 65 companies to have its GHG emissions reduction targets approved by the Science Based Targets initiative.

53%
PRODUCTS AND SOLUTIONS

Reducing the energy needs of our products is key to reducing our impact and supporting our customers' sustainability goals. We are working toward our goal of decreasing product use GHG emissions intensity by 30% by 2025, compared to 2015. Transformations such as our shift to service-based models and the Fourth Industrial Revolution will also support the transition to a decarbonized future.

- Product use **23,300,000 tonnes**
- Product end of service **200,000 tonnes**

2018

Carbon footprint

44,699,600 tonnes CO_2e

46%
SUPPLY CHAIN

Emissions from our supply chain represent nearly half of our carbon footprint. In addition to driving progress on our own supply chain GHG emissions reduction goals, we engage with and incentivize our suppliers to improve tracking, secure assurance of their GHG emissions data, and set science-based GHG emissions reduction targets. Through product design, we continually work to reduce materials use, a key driver of emissions in this category.

- Materials extraction through manufacturing **18,600,000 tonnes**
- Capital goods **200,000 tonnes**
- Upstream energy production **100,000 tonnes**
- Transport **1,800,000 tonnes**
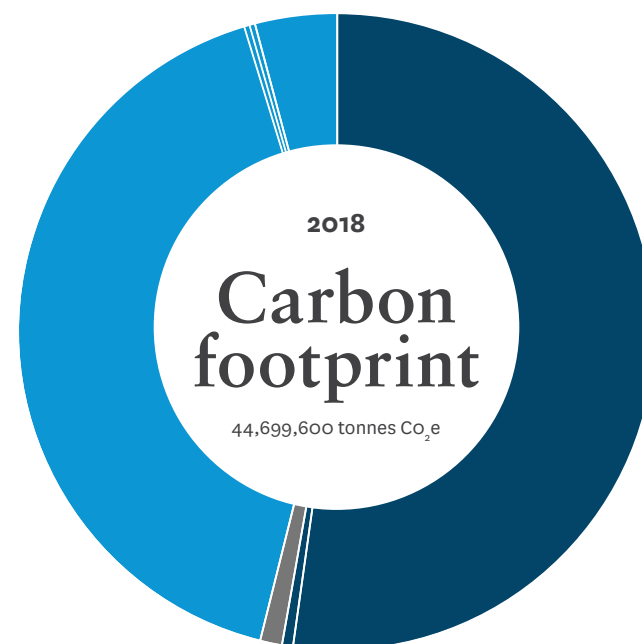
1%
OPERATIONS

We have the greatest control over emissions that result from our direct operations and model sustainable business practices in this area. We aim to reduce Scope 1 and Scope 2 GHG emissions from global operations by 60% by 2025, compared to 2015, and have reached a 41% reduction through 2018. We aim to use 100% renewable electricity in our global operations by 2035. As of 2018, we have achieved 100% renewable electricity in the United States, and 47% in our global operations.

- Facilities **197,400 tonnes**
- Transportation fleet **32,200 tonnes**
- Business travel **70,000 tonnes**
- Employee commuting **200,000 tonnes**

EXTENDING OUR LEADERSHIP TO HELP TACKLE PLASTIC POLLUTION

GOAL Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025.[38]

PROGRESS 7%

Through the end of 2018, we achieved 7% postconsumer recycled content plastic use in HP personal systems and print products.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

14 LIFE BELOW WATER

HP is working to transform our business model to support a more efficient, circular, and low-carbon economy. One critical piece of this transition is building new, circular supply chains that close the loop on important materials. We are leading the industry on efforts to source and incorporate post-consumer plastic into our products — and keep it out of the ocean.

8 **MILLION TONNES**
of plastic leaks into the marine environment from land-based sources every year.[40]

BY **2050**
there will be more plastic, by weight, than fish in the ocean.[41]

20,000
plastic bottles are produced every second.[39]

A legacy of leadership in closed-loop plastic

Through 2018, driven by our Planet Partners recycling program, HP has manufactured over 4.2 billion HP ink and toner cartridges using more than a cumulative 107,000 tonnes of recycled plastic. This has kept 830 million HP cartridges and an estimated 101 million apparel hangers and 4.37 billion post-consumer plastic bottles out of landfills; instead, upcycling these materials for continued use. More than 80% of our Original HP ink cartridges contain 45%–70% post-consumer recycled content, and 100% of Original HP toner cartridges[42] contain 5%–45% post-consumer or post-industrial recycled content.

In 2016, we expanded our closed-loop recycling program to include hardware. During 2017, we launched the HP ENVY 6200, 7100, and 7800 Photo Printers, the world's first in-class printers made from recycled printers and other electronics — more than 10% by weight.[43] In 2018, we increased the recycled content plastic in some HP ENVY photo printer models to 20%–30% by weight. We continue to expand the level of recycled content in our products and expand into new product lines.

INCREASING POST-CONSUMER RECYCLED CONTENT ACROSS OUR PORTFOLIO

HP ENVY photo printers contain between 20-30% recycled plastic by weight.

HP Tango is made with more than 30% closed-loop recycled plastic by weight using plastic from recycled printers and other electronics.

Recycled content plastic makes up more than 33% of the plastic used in the HP T1700, Z6, and Z9 DesignJet Printer series.

HP business PCs and displays include 24% recycled plastic content, on average.[44]

A Haitian woman's reinvention story, powered by HP and the First Mile Coalition

PARTNERING TO TACKLE OCEAN-BOUND PLASTICS

In 2016, HP launched an ambitious program in Haiti to help tackle the growing challenge of ocean-bound plastics. In partnership with the First Mile Coalition and our supplier partners, we have now built a fully functioning ocean-bound plastics supply chain.

Through March 2019, we have collected more than 25 million plastic bottles to be upcycled into HP print cartridges and hardware products — that's approximately 716,000 pounds (325 tonnes) of plastic material that might otherwise have washed into the Caribbean Sea.

Through this initiative, we have opened a new market opportunity, providing a steady revenue stream for local collectors, enabling safer working conditions, and local educational opportunities.

We are proud of our progress, but also recognize that this is a challenge bigger than any one company or organization can address. To further advance our progress, in 2018 HP joined NextWave Plastics, a global consortium of worldwide businesses committed to scaling the use of ocean-bound plastics by developing the first global network of ocean-bound plastics supply chains.

To tackle the global challenge of ocean plastic, collaboration within and between industries is critical.

Through March 2019

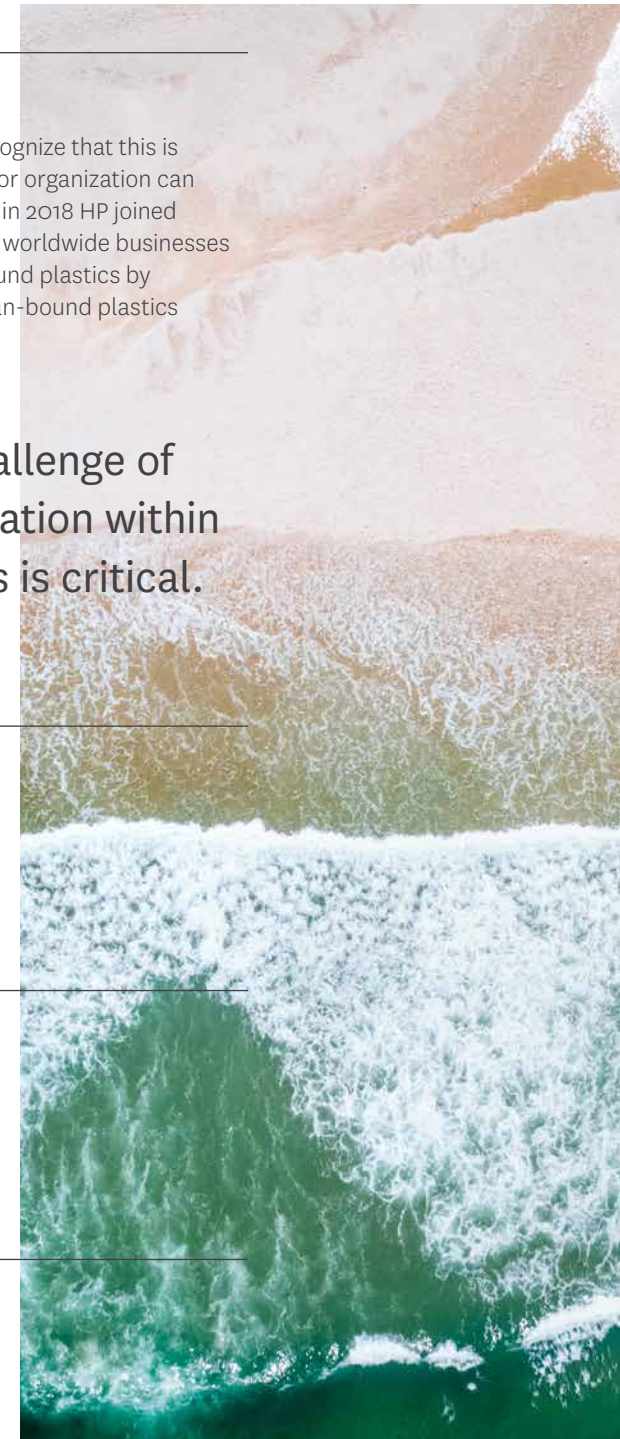## 716,000

pounds (325 tonnes) of ocean-bound plastic sourced for use in HP products.

795

income opportunities created for adults in Haiti.[45]

100

children enrolled in school.

A MORE SUSTAINABLE AND INCLUSIVE INDUSTRIAL REVOLUTION WITH DIGITAL MANUFACTURING

As we accelerate into the Fourth Industrial Revolution, we are witnessing a profound transformation that will disrupt and reinvent virtually every aspect of the global manufacturing industry.

HP Multi Jet Fusion 3D printing technology is poised to help power this transformation, while driving a more sustainable and inclusive industrial revolution.

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

In a recent HP assessment, our Multi Jet Fusion technology performed in the top level in eight of nine dimensions related to health and environmental attributes.[46]
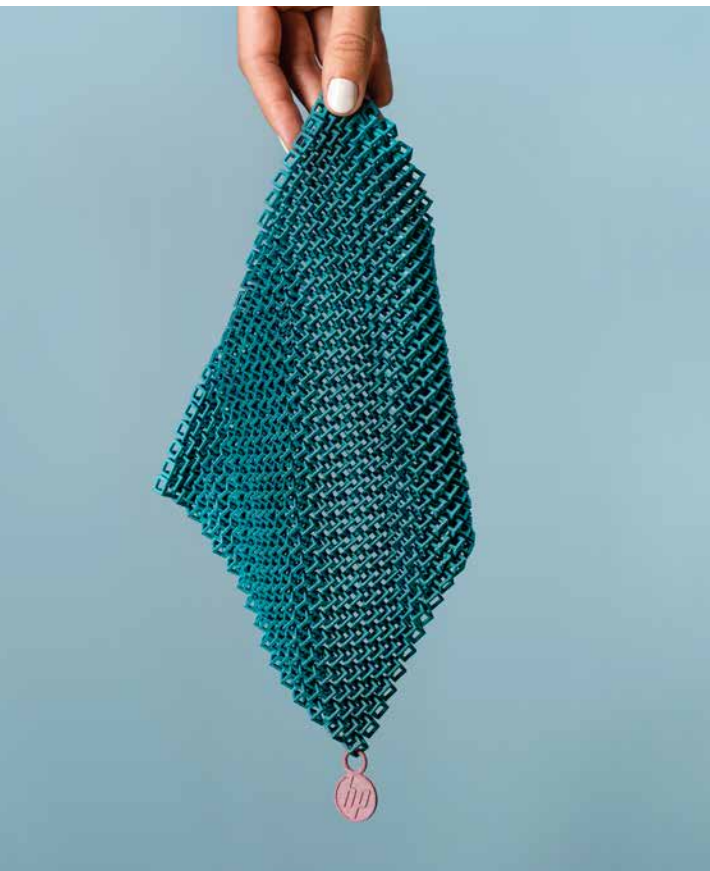
REINVENTING SUPPLY CHAINS AND PRODUCTS

By shortening and simplifying supply chains, digital manufacturing enabled by 3D printing technology helps to reduce greenhouse gas and other emissions related to manufacturing and transportation. As smaller-scale, distributed manufacturing becomes the norm, products can be produced locally as needed, reducing lead times, enabling better matching of supply and demand, and avoiding excess production that could end up as waste. Short runs will become more cost effective, enabling greater product customization based on local market tastes or unique needs.

TRANSFORMING JOBS AND ECONOMIES

The accelerating growth of 3D printing will disrupt and redistribute an estimated $4–6 trillion of the global economy in the next five to 10 years.[47] Jobs will shift around the globe, with manufacturing migrating to places where 3D printing is fully embraced. By reducing upfront costs and enabling economically feasible, smaller-scale production, this technology will also lower barriers to entry for start-ups and established players alike, while opening the door to innovative solutions that address our most pressing issues. In 2018, HP and key strategic partners launched the HP-NTU Digital Manufacturing Corporate Lab to drive the innovation, technology, skills building, and economic development critical to advance the Fourth Industrial Revolution.

THOUGHTFUL MATERIALS USE AND INNOVATION

A significant part of the life cycle impact of HP Multi Jet Fusion 3D printed parts relates to materials. HP Jet Fusion 3D printers enable industry-leading surplus material reusability of up to 80%.[48] By providing highly reusable printing materials, we enable production of finished parts that have a lower impact. 3D printing also enables more materials-efficient designs compared to traditional manufacturing, further reducing overall impact.

In 2019, HP expanded its recycling program to include 3D consumables, such as Original HP agent printheads and cartridges.

HP ON HP

HP is using 3D printing technology to transform our own supply chain and to print selected parts for our own products. This improves speed-to-market, reduces costs and environmental impact, and enhances customer satisfaction.

PERSONALIZED HEALTHCARE INNOVATION

UK-based Crispin Orthotics is using HP's Multi Jet Fusion 3D printing technology to make custom-printed support devices for almost any part of the body, including ankles, knees, wrists, and spines. These cost less than the traditional carbon fiber versions and can be made to exacting specifications. Compared to previous designs, the 3D-printed orthotics are flexible, lightweight, and much less bulky, which helps to speed up patients' rehabilitation.

PROTECTING, RESTORING & PROMOTING SUSTAINABLE FORESTS

GOAL Achieve zero deforestation associated with HP brand paper and paper-based product packaging by 2020.[49]

PROGRESS

100%

Achieved for HP brand paper in 2016 and maintained that performance through 2018. Reached 65% for paper-based product packaging.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

Forests are key to the survival of human, animal, and plant life around the world.

They are a source of food, medicine, fuel, and jobs for more than a billion people, are essential to biodiversity, and help filter our air and combat climate change by absorbing carbon from the atmosphere.

As HP works to transform our business to drive a more efficient, low-carbon, and circular economy, protecting the world's forests is a key part of the solution.

18.7 MILLION

acres of forests are lost each year through deforestation.[50]

80%

of the planet's terrestrial biodiversity is supported by forests.[51]

2 BILLION

tonnes of carbon dioxide are absorbed by forests each year.[52]

Vision for a Forest Positive[53] Future

In March 2019, HP announced its bold vision for print sustainability — pledging to make printing with HP forest positive, carbon neutral, and part of a circular economy.

A Long Legacy of Supporting Responsible Forestry

A decade ago, HP became the first IT company to publish a forestry policy, the HP Environmentally Preferable Paper Policy.

In June 2016, we announced a commitment to achieve zero deforestation for our HP brand paper and paper-based product packaging. This commitment means that 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), a nonprofit that promotes responsible management of the world's forests.

In addition to sourcing wood-based fibers more responsibly, we also look for ways to reduce the amount of materials used in our packaging, recycle materials where possible, and shift to more sustainable materials. For example, in our Asia Pacific and Japan region we have partnered with a supplier to replace the wood pallets used to ship HP printers in the area with pallets made from straw that otherwise would have been burned and created air pollution.

We also help customers print more responsibly by designing printers and software to optimize paper use, defaulting many print fleets to double-sided printing, reducing paper waste through HP Managed Print Services, and improving paper recyclability by developing solutions for de-inking.

By collaborating across the paper industry, and with the scientific community and NGOs, we encourage best practices and work to address cross-market issues and drive adoption of forest positive actions.

Respecting Human Rights Across the Value Chain

Respecting human rights is a core value at HP and embedded in the way we do business. This is not only a moral imperative, but increasingly a strategic business requirement. Our stance is clear and uncompromising. We respect the fundamental rights and freedoms to which all people everywhere are entitled.

We are committed to ensuring that everyone is treated with dignity, respect, and fairness — within our own company and through collaboration with our partners and suppliers.
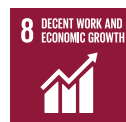
CONTINUING A LONG HISTORY OF LEADERSHIP

We respect and uphold relevant human rights in alignment with the UN Universal Declaration of Human Rights, the UN Guiding Principles for Business and Human Rights, and the UN Global Compact. Our company-wide Human Rights Council has strengthened our management of human rights risks. Our customers, partners, investors, and other stakeholders rightly expect us to operate with the highest levels of integrity, and to continue to demonstrate leadership in this rapidly evolving area through our human rights-related policies and practices.

ENGAGING WITH SUPPLIERS TO SAFEGUARD WORKER RIGHTS

We are committed to ensuring that our products are engineered and manufactured with respect for the people who make them. The best way to protect workers and improve labor standards is through transparency and due diligence. Using this approach, we continue to work closely with our suppliers to build an ethical supply chain, foster opportunity and equality, eliminate discrimination, eradicate forced labor, safeguard the rights of workers, and help local communities thrive.

PROTECTING, EMPOWERING, AND FAIRLY REWARDING OUR EMPLOYEES

In our own operations, we strive to ensure that our employees have a safe and healthy workplace, where harassment and discrimination are never tolerated. Within HP and across our value chain, we unlock the potential of all employees by championing diversity and inclusion, wellbeing, and pay equity. We consider privacy an important human right and are committed to protecting our employees' and customers' personal information.

PROACTIVELY MANAGING AND ADDRESSING ISSUES WHEREVER WE FIND THEM

Based on our latest human rights assessment in 2018, we continue to proactively address challenges wherever we uncover them and to communicate progress transparently. HP strives to implement global policies and programs that protect and empower the most vulnerable populations. This encompasses our initiatives in education, disaster recovery and resilience, and opportunities for women and minorities.

An Ethical and Sustainable Global Supply Chain

HP has one of the largest and most sophisticated design and engineering supply chains in the IT industry — made up of hundreds of production suppliers and thousands of nonproduction suppliers.[54]

As customer expectations rise, global regulations continue to evolve, and our industry continues to undergo major transformation, managing our supplier relationships and responsibility is increasingly important.

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

GOAL

Develop skills and improve wellbeing of 500,000 factory workers by 2025, since the beginning of 2015.

PROGRESS

12,000

supplier factory workers participated in 10 programs in three countries, bringing the total to 255,400 workers trained since the beginning of 2015.

GOAL

Help suppliers cut 2 million tonnes of CO_2e emissions between 2010 and 2025.[55]

PROGRESS

1.16 MILLION

tonnes of CO_2e emissions avoided by suppliers.

BUILDING CAPABILITIES AND SKILLS

We aim to empower workers so that everyone who helps bring our products to market can thrive. For example, in 2018 we launched our Women in Factories program in China focused on wellness and leadership skills, as part of our ongoing involvement in a BSR initiative in the country. Through peer-to-peer coaching plus direct engagement, our program has reached more than 11,600 female workers across three supplier sites. BSR's final report revealed satisfaction rates of 93.8% among the peer educators and 83% among workers, while factory management scored the program 9.5 out of 10.

REDUCING ENVIRONMENTAL IMPACT

With nearly half of our carbon footprint coming from our supply chain, we recognize the importance of partnering with our suppliers to reduce their environmental impact in order to create a more resilient supply chain. We collaborate closely with our production and nonproduction suppliers to drive low-carbon and resource-efficient transformation throughout the value chain, and we offer targeted programs to help suppliers gain capabilities and make lasting improvements.

COLLABORATING TO ADDRESS FORCED LABOR AND EXCESSIVE WORKING HOURS

All people are entitled to respect, dignity, and freedom from discrimination and harassment, as well as fair, safe labor conditions and freely chosen work. Uncovering and addressing complex supply chain risks such as forced labor and excessive working hours is essential and challenging work. For example, through our partnership with the Responsible Labor Initiative, we are working to certify recruitment agencies and train them on proper practices that uphold workers' rights. HP also requires its suppliers to reimburse workers for fees charged by these agencies.

We are investing in policies, programs, and capabilities to create a positive impact, strengthen and transform our supply chain, empower workers, and provide greater transparency and accountability to our stakeholders.

$2.5 billion

in new, retained, and potential revenue in 2018 took supply chain responsibility into account.[56]

87.5%

average supplier score on Sustainability Scorecard in 2018, up from 75% in 2016.[57]

KNOW THE CHAIN

HP is one of the companies receiving the highest score in commitment and governance for corporate efforts to eradicate forced labor from the ICT supply chain

GOLD 2018 ecovadis CSR Rating

HP received a top 1% score for all suppliers assessed by EcoVadis, leading to a 9th consecutive Gold CSR rating

Embracing Diversity to Fuel Innovation

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. From HP's earliest days, we've demonstrated that capturing and drawing from diverse backgrounds and points of view improves our products and services — and our company overall.

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

83%

of HP employees feel they can be themselves at work.[58]

88%

of HP employees agree that HP values diversity.[59]

REFINITIV™

DATA IS JUST
THE BEGINNING

Ranked 20th overall and 2nd for technology companies on Thomson Reuters 2018 Diversity & Inclusion Index.[60]

HP's Board of Directors is the most diverse of any U.S. technology company. We are also among the top technology companies for women in executive positions. We work to foster diversity and inclusion at all levels. In addition, our Reinvent Mindsets campaign aims to spark behavioral change and demonstrate action by shining a light on difficult topics such as unconscious bias.

BOARD OF DIRECTORS*

Minorities	Women	Underrepresented minorities
55%	45%	27%

EXECUTIVES** (DIRECTOR AND ABOVE) | **TOTAL WORKFORCE*** | **2018 U.S. HIRING**

Women	Women	Typically underrepresented groups***
31%	36%	59%

BUSINESS IMPACT NETWORKS (BINs)

100 BINs help to drive diversity and inclusion at all levels — about 13,000 BIN members participated in events across 25 countries in 2018.

*As of January 31, 2019. | **As of October 31, 2018. | ***Women, minorities, veterans, and people with disabilities.

Setting the standard for diversity and inclusion starts at the top

EXTENDING OUR COMMITMENT BEYOND OUR OWN EMPLOYEES

In 2016, we challenged our top five marketing agencies to significantly increase the number of U.S. minorities and women in key creative and strategic planning roles on HP account teams. As of the end of 2018, 36% of U.S.-based agency account teams were from underrepresented groups — up from 24% in 2017. Twenty-eight percent of senior account staff were from underrepresented groups — up from 19% in 2017. Four out of five agencies saw a positive upward trend in underrepresented minority representation for overall account teams. Women increased to 62% of HP's U.S.-based agency account teams (up from 61% in 2017), and 55% of senior account roles (up from 51% in 2017).

Our legal team also works to improve diversity among our U.S. law firm partners and withholds up to 10% of all invoicing of those partners who fail to meet or exceed diverse minimal staffing on work for us.

Beyond our own business partners and suppliers, we also collaborate with organizations that seek to address underrepresentation in our industry and that highlight and promote diverse voices:

- **In 2018, more than 1,500 volunteers from 41 company sites participated in Hour of Code**, an initiative that aims to solve the diversity gap in computer science, reaching over 25,000 students in almost 300 schools and communities worldwide.

- **Out of 880 entrants to the Girl Rising Creative Challenge,** we awarded 12 young changemakers with micro-grants and HP technology to help make their communities more gender-equitable.

- **Through financial and technology support for Black Girls Code,** we invest in the next generation of female innovators and leaders. In 2018, we reached more than 500 girls in 13 cities across the United States.

- **In March 2018, we launched a 15-month partnership with Women Deliver,** providing support and technology to the organization's Young Leaders program. Women Deliver is a leading global advocate that champions gender equality and the health and rights of girls and women.

SUPPORTING DIVERSE SUPPLIERS

$423 MILLION

spent with small companies in the United States in 2018.[61]

$219 MILLION

spent with minority- and women-owned businesses in the United States in 2018.[62]

Our commitment to diversity and inclusion extends to how we design and deliver products. We apply industry-leading, universal design principles to meet a broad range of disability and age-related needs and improve our products for everyone.

Quality Education for Every Person

Quality education is a fundamental human right. For typically underserved groups, technology can be a great equalizer, helping to bridge the digital divide and connect people and communities to greater opportunity. Through our products and solutions, programs, and partnerships, HP is empowering teachers, improving learning outcomes for millions, and equipping people with the skills to succeed in the future economy.

Along with our pioneering work supporting education in schools, HP also announced in 2018 a new commitment to empowering colleges and universities. The Campus of the Future framework constitutes a global effort to make campuses more productive, more inclusive, and more secure. Focusing on student success and learning outcomes, HP is collaborating with institutions to understand the potential impact of new technologies.
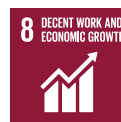
GOAL

Enable better learning outcomes for 100 million people by 2025, since the beginning of 2015.

PROGRESS

21 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.
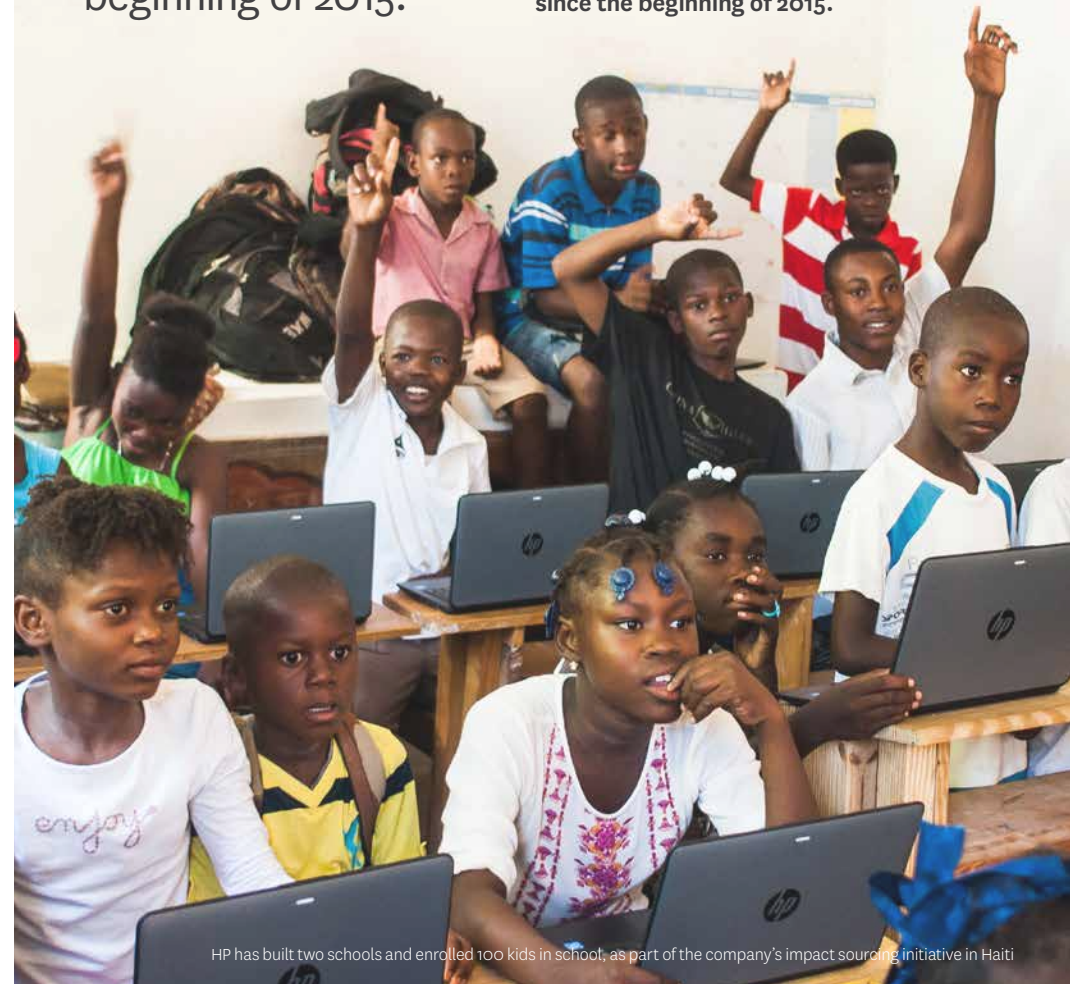
HP has built two schools and enrolled 100 kids in school, as part of the company's impact sourcing initiative in Haiti

HP LIFE has reached 166,000 people since 2016 and nearly 750,000 since 2012.

BUILDING SKILLS FOR THE FUTURE ECONOMY

To harness the full potential of the Fourth Industrial Revolution, we must invest in tomorrow's workforce and ensure that the future economy is powered by a diversity of thought and an inclusive culture.

Colleges and universities need to support next-generation learners and prepare students for the jobs of the future, not the jobs of the past.

HP's Campus of the Future framework delivers vibrant, secure environments for teaching, learning, research, and collaboration, harnessing virtual reality, augmented reality, and 3D printing to improve engagement and learning outcomes. In 2017, we launched a major research program with more than 20 higher education institutions, including Harvard, Massachusetts Institute of Technology (MIT), and Florida International University. To explore

frontier use cases of extended reality (XR) technology in teaching, learning, and research, HP provides technology grants to test the application of blended reality in classrooms and research labs.

Lifelong learning that supports up-skilling, re-skilling, and entrepreneurial thinking will be critical to power this future economy. HP LIFE (Learning Initiative for Entrepreneurs), an HP Foundation program, aims to enroll 1 million users between 2016 and 2025. HP LIFE provides 30 free business and IT skills courses in seven languages, including a module that teaches entrepreneurs how to integrate 3D printing into their business.

Talent and ingenuity can exist anywhere, and open innovation and education resources are key to inclusive success and prosperity. With this in mind, we partner with MIT on the Solve program, which focuses on finding lasting solutions to some of the world's most pressing challenges.

HP World on Wheels (WoW) mobile learning labs (WOW) brings self-contained, solar-powered, Internet-enabled mobile learning labs to rural areas of India. WOW supports digital literacy, education, and entrepreneurship, aiming to reach 6,400 Indian villages and impact more than 15 million people by 2022.

PARTNERING TO BRING QUALITY LEARNING AND DIGITAL LITERACY TO MILLIONS AROUND THE WORLD

100+

schools have received HP Learning Studios, supporting thousands of students in 2018.

3,500

Syrian refugee students and thousands more of their Lebanese peers and teachers could be reached through HP's partnership with the Clooney Foundation for Justice, UNICEF, and Google.org, during the 2018-2019 school year.

3

HP Learning Studios have been launched in Jordan, at the Azraq Refugee Camp and in Amman. We are planning three more in Lebanon by 2020, with implementation beginning in 2019.

HP NATIONAL EDUCATION TECHNOLOGY ASSESSMENT (NETA)

Through NETA, we are helping schools create meaningful outcomes from education technology programs and demonstrate to governments a measurable return on investments in education.

Vibrant Communities Everywhere

At HP, we embrace our role in creating positive, lasting change in the communities where we live, work, and do business. We contribute skills, technology, and investments to strengthen the resilience and vitality of our local communities. We work to:

- **Empower underrepresented and marginalized groups**
- **Support eco-stewards and eco-preneurs**
- **Respond when disasters strike**

We also drive sustainable impact at a global level by reinventing and unlocking educational opportunity through the power of technology. In alignment with the UN Sustainable Development Goals (SDGs), our programs help tackle some of the world's most pressing issues and focus on driving sustainable impact for the planet, people, and communities.

CATALYZING SUSTAINABLE IMPACT THROUGH LOCAL PARTNERSHIPS

Through HP Foundation funding, corporate philanthropy, employee volunteering, and regional sustainable impact programs, we advance open innovation solutions that meet local needs. Our local partners bring critical perspective, expertise, and connections to ensure that our programs are relevant to the needs of the community.

GOAL

Achieve 1.5 million employee volunteering hours by 2025.

cumulative since the beginning of 2016

PROGRESS

284,000

employee volunteering hours

GOAL

Reach $100 million in HP Foundation and employee community giving[63] by 2025.

cumulative since the beginning of 2016

PROGRESS

$23.21 MILLION

in HP Foundation and employee community giving

HP partners with Girl Rising to raise awareness and drive progress toward gender equality

HP local impact around the globe in 2018

DISASTER RELIEF

HP Connection Spot

Bucksport, South Carolina; Chattahoochee and Panama City Beach, Florida, United States

For those affected by natural disasters, the ability to connect with family, friends, and resources is vital. HP Connection Spot provides access to computers and Internet to communities in the aftermath of natural disasters. In 2018, HP Connection Spot was deployed to areas affected by hurricanes and floods, with 10 HP volunteers staffing the centers for 19 days.

ENVIRONMENT

Sustainable operations

Guadalajara, Mexico

Employees at our Guadalajara site have helped reduce GHG emissions by more than 700 tonnes of CO_2e.

ENVIRONMENT

Informal sector recycling pilot

São Paulo, Brazil

HP is working with recycling cooperatives to increase the collectors' income and help them correctly manage and recycle electronic waste. Watch video.

EDUCATION AND SKILLS

Digital Schools

Ireland, Northern Ireland, and Scotland

We collaborate with the Digital School Awards to address the digital education gap and recognize leading schools. The Cybersecurity initiative is helping Scottish schools to teach pupils to navigate the digital world safely. Learn more.

EDUCATION AND SKILLS

Supporting local schools

UK and Ireland

We have invested £3.7 million in schools as part of our equipment trade-in program and worked with corporate and other partners on a purchasing program for parents.

REFUGEE SUPPORT; EDUCATION AND SKILLS

HP LIFE and the Mashrou3i partnership

Tunisia

The Mashrou3i partnership in Tunisia has created 1,400 jobs since it began in 2013, with the goal of adding 6,000 more by 2021.

REFUGEE SUPPORT; EDUCATION AND SKILLS

HP School Cloud pilot

Uganda

Together with Education Cannot Wait (ECW), Learning Equality, UNHCR, and UNICEF, HP pledged to donate technology and resources to improve the learning outcomes for refugees. Watch video.

EDUCATION AND SKILLS

World on Wheels

India

Since the World on Wheels (WOW) rollout of 12 self-contained, Internet-enabled, solar-powered mobile learning labs in rural India during 2017, we have provided access to WOW resources to an estimated 2 million people across more than 900 villages (as of May 2019).

ENVIRONMENT

Make IT Green

Singapore

Working with local agencies, we have helped educate more than 63,000 students about e-waste and collected an estimated 200 tonnes of used IT equipment for recycling. Watch video.

ENVIRONMENT

Planet Ark

Australia

11.8 million HP print cartridges were recycled through 2018 with Cartridges 4 Planet Ark (C4PA), an innovative recycling program we co-founded in 2003 that provides Australians with a free, easy-to-use, and environmentally accredited way to recycle printer cartridges with a zero waste to landfill commitment.

Winning the Right Way

Integrity, fairness, transparency, and accountability are fundamental to an inclusive society and a thriving business.

At HP, how we do things is as important as what we do. We work every day to earn the trust of our stakeholders and uphold our reputation for integrity and ethical leadership. As a result, our employees are proud to work at HP, and customers, partners, and suppliers want to do business with us. Beyond our operations, we use our scale and influence to support ethical conduct across our value chain and the broader IT industry.

Guided by the Integrity at HP program, we apply strong ethics and anti-corruption principles within our operations, across our value chain, and in the communities where we live, work, and do business.

We combine strong internal governance with clear communication so that everyone at HP understands our principles and can put them into practice. Through robust policies, protocols, and controls, we secure the privacy of our customers and employees. We promote equality and human rights for all people across our value chain, guided by internal policies as well as external standards such as the United Nations Universal Declaration of Human Rights. To increase our impact across the industry and beyond, we advocate for public policies that drive progress and sustainable impact.

GOAL

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.
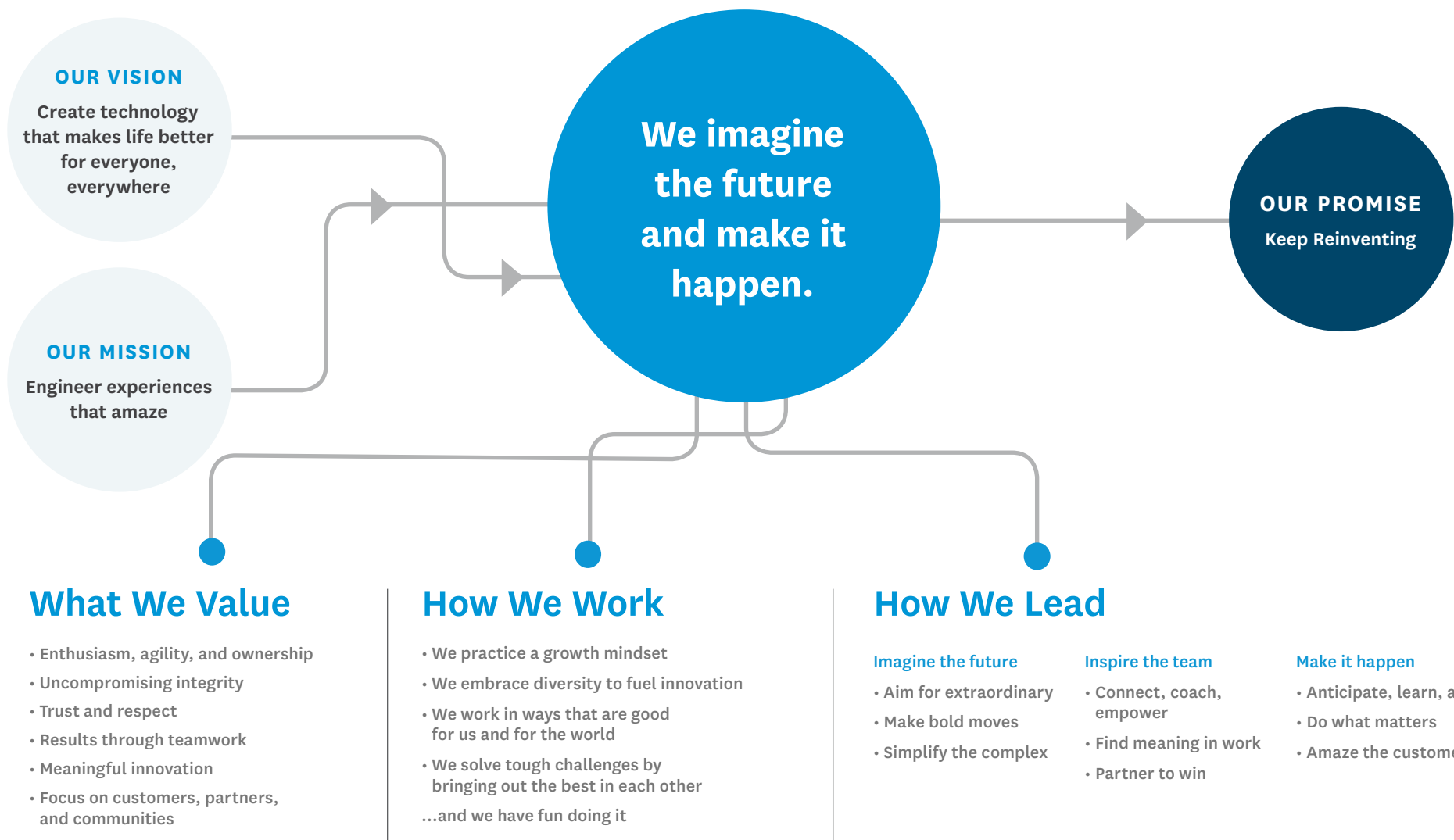
PROGRESS

99.69%

of employees, including senior executives, completed Integrity at HP training, as well as all members of our Board of Directors.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Everyone at HP co-creates our culture every day as we work together to deliver on our vision and mission. It unites us in a shared purpose, while drawing on the diverse backgrounds, experiences, and views of HP employees worldwide.

We look to the HP Way for guidance and inspiration, as it reflects who we are today as well as our aspiration for the company we want to become.

OUR VISION

Create technology that makes life better for everyone, everywhere

OUR MISSION

Engineer experiences that amaze

We imagine the future and make it happen.

OUR PROMISE

Keep Reinventing

What We Value

- Enthusiasm, agility, and ownership
- Uncompromising integrity
- Trust and respect
- Results through teamwork
- Meaningful innovation
- Focus on customers, partners, and communities

How We Work

- We practice a growth mindset
- We embrace diversity to fuel innovation
- We work in ways that are good for us and for the world
- We solve tough challenges by bringing out the best in each other
- ...and we have fun doing it

How We Lead

Imagine the future
- Aim for extraordinary
- Make bold moves
- Simplify the complex

Inspire the team
- Connect, coach, empower
- Find meaning in work
- Partner to win

Make it happen
- Anticipate, learn, adapt
- Do what matters
- Amaze the customer

FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements that involve risks, uncertainties and assumptions. If the risks or uncertainties ever materialize or the assumptions prove incorrect, the results of HP Inc. and its consolidated subsidiaries ("HP") 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 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; any statements of the plans, strategies and objectives of management for future operations, including, but not limited to, our sustainability goals, the execution of restructuring plans and any resulting cost savings, net revenue or profitability improvements; 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. Risks, uncertainties and assumptions include 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; the impact of macroeconomic and geopolitical trends and events; the need to manage third-party suppliers and the distribution of HP's products and the delivery of HP's services effectively; the protection of HP's intellectual property assets, including intellectual property licensed from third parties; risks associated with HP's international operations; 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; the execution and performance of contracts by HP and its suppliers, customers, clients and partners; the hiring and retention of key employees; 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 impact of changes in tax laws, including uncertainties related to expected regulations of the U.S. Department of the Treasury implementing the Tax Cuts and Jobs Act of 2017 on HP's tax obligations and effective tax rate; the resolution of pending investigations, claims and disputes; and other risks that are described or updated from time to time in HP's filings with the Securities and Exchange Commission. HP assumes no obligation and does not intend to update these forward-looking statements.

1. As of October 31, 2018.

2. Ibid.

3. Ibid.

4. Ibid.

5. Ibid.

6. Renewable electricity purchased and generated on-site, combined with renewable electricity certificates and guarantees of origin, accounted for 47% of our total consumption.

7. This number does not include commercial and industrial graphics printing solutions, packaging for those solutions, scanners, personal systems accessories sold separately, or documentation for any products.

8. Product donations are valued at the Internet list price. This is the price a customer would have paid to purchase the equipment through the HP direct sales channel on the Internet at the time the grant was processed.

9. Data refers to the percentage of HP 2018 Voice Insight Action (VIA) employee survey respondents who strongly agreed or agreed with each statement.

10. Ibid.

11. As of October 31, 2018.

12. As of March 2019.

13. An industry standard for providing environmental information about products and product families. In 2018, HP provided ECO Declarations for product groups representing 93% of revenue.

14. In 2018, we tracked $972 million in new revenue (total contract value) in which sustainability criteria were a known consideration and were supported actively by HP's Sustainability and Compliance organization. This represented an increase of 35% compared to 2017.

15. Ibid.

16. Data refers to the percentage of HP 2018 Voice Insight Action (VIA) employee survey respondents who strongly agreed or agreed with each statement.

17. Ibid.

18. World Population Prospects: The 2015 Revision. United Nations. (2015).

19. 68% of the world population projected to live in urban areas by 2050, says UN. UN Department of Economic and Social Affairs. (May 2018).

20. Brookings Data Now: 75 Percent of 2025 Workforce Will Be Millennials. Brookings. (2014).

21. He, Wan and Daniel Goodkind and Paul Kowal. (2016). An aging world. International Population Reports.

22. IHS Markit. The Internet of Things: A Movement, not a Market.

23. Dobbs, Richard. (2015). 4 ways the global economy is being transformed. World Economic Forum.

24. Machines Will Do More Tasks Than Humans by 2025 but Robot Revolution Will Still Create 58 Million Net New Jobs in Next Five Years. World Economic Forum. (Sept. 2018).

25. Lagarde, Christine. (2016) Asia's Advancing Role in the Global Economy, By Christine Lagarde, Managing Director, International Monetary Fund. IMF (2016).

26. Vision 2050 – The new agenda for business. World Business Council for Sustainable Development.

27. Recycled content plastic (RCP) as a percentage of total plastic used in all HP personal print cartridges shipped during the reporting year. Total volume excludes brand-licensed products and after-market hardware accessories. Total RCP includes post-consumer waste recycled plastic, closed-loop plastic, and ocean-bound plastic used in HP product manufacturing. 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.

28. 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; and HP inkjet, LaserJet, DesignJet, Indigo, Scitex, and Jet Fusion 3D printers, and scanners.

29. 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.

30. 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.

31. 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.

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

33. This data does not include participation in Responsible Business Alliance 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 indepth coaching and workshops tailored to supplier risks.

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

35. Earth Overshoot Day, Global Footprint Network.

36. 2018 raw materials savings estimation related to spare parts take-back and reuse program, BID take back and reuse program, press dismantling program, and press reconditioning program.

37. Comparison versus press without RIO system.

38. Recycled content plastic (RCP) as a percentage of total plastic used in all HP personal systems and printer hardware and printing supplies shipped during the reporting year. Total volume excludes brand-licensed products and after-market hardware accessories. Total RCP includes post-consumer waste recycled plastic, closed-loop plastic, and ocean-bound plastic used in HP product manufacturing. 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.

39. A million bottles a minute: world's plastic binge 'as dangerous as climate change'. The Guardian (May 2018).

40. The New Plastics Economy. Ellen MacArthur Foundation. (2016).

41. Ibid.

42. Does not include toner bottles.

43. Compared to the majority of in-class color desktop inkjet all-in-ones <$199 USD. HP internal research survey of printer manufacturers' published specifications, sustainability reports and press releases as of 1/1/2019 and Buyers Laboratory Inc. January 2019 study commissioned by HP; keypointintelligence.com/products/samples/hp-envy/. Market share as reported by IDC CYQ3 2018 Hardcopy Peripherals Tracker. The HP ENVY 6200, 7100, 7800 all-in-one printers contain more than 10% plastic from recycled printers and other electronics by weight of the plastic.

44. As defined by the IEEE 1680.1 2018 EPEAT standard. Data are calendar year 2018.

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

46. In addition to HP Multi Jet Fusion, the assessment included specific 3D printing systems using the following technologies: digital light synthesis, fused deposition modeling, and selective laser sintering.

47. 3D Printing: ensuring manufacturing leadership in the 21st century, page 15.

48. HP Jet Fusion 3D printing solutions using HP 3D High Reusability PA 12 and HP 3D High Reusability PA 11 provide 80% postproduction surplus material reusability, producing functional parts batch after batch. For testing, material is aged in real printing conditions and tracked by generations (worst case for reusability). Parts are then made from each generation and tested for mechanical properties and accuracy.

49. 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.

50. FAO Global Forest Resource Assessment 2015 and WWF Living Forests Report: Chapter 5.

51. UNEP-FAO-WCMC 2009 and FAO 2011.

52. International Union of Conservation of Nature.

53. HP's Forest Positive Framework is built on previous HP achievements in responsible sourcing of HP brand paper and paper-based product packaging. The Framework includes actions in five areas: maintaining HP's long-standing commitment to sustainable sourcing, engaging in collaborative projects with NGOs to support leading forestry science, working with NGOs to restore and protect global forests, leveraging HP's media partnerships to influence positive actions, and advancing printing technology to help customers use paper efficiently. To reduce the burden on forests, HP has also been increasing alternative fiber content in its packaging.

54. HP uses the terms "production suppliers," "product transportation suppliers," and "nonproduction suppliers" throughout this report. "Production suppliers" provide materials and components for our product manufacturing and also assemble HP products "Product transportation suppliers" provide services for the shipping and delivery of HP products. "Nonproduction suppliers" provide goods and services that do not go into the production of HP products (such as staffing, telecommunications, and travel).

55. 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.

56. In 2018, the value of revenue supported by HP's Sustainability and Compliance organization included retained, new, and potential revenue, where supply chain responsibility was an area of particular interest for the customer.

57. Sustainability Scorecards provide suppliers a score that encompasses audit performance (60% of total score), environmental reporting (13%), conflict minerals disclosure (6%), and other social and environmental topics (21%). Suppliers discuss their scorecard with HP as part of regular business performance evaluations that determine ongoing business.

58. Data refers to the percentage of HP 2018 Voice Insight Action (VIA) employee survey respondents who strongly agreed or agreed with each statement.

59. Ibid.

60. The Financial and Risk business of Thomson Reuters is now Refinitiv.

61. Data is for the 12 months ending September 30 of the year noted. Figure is for purchases in the United States and Puerto Rico from U.S.-based businesses.

62. Data is for the 12 months ending September 30 of the year noted. Figure is for purchases in the United States and Puerto Rico from U.S.-based businesses. Suppliers are categorized as minority-owned or women-owned, not both. These categories include all sizes of businesses.

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