

2025 Sustainability Progress Report





- Introduction
 - Letter from our Interim Chief Executive Officer
 - About HP
 - 2025 highlights
 - Recognition
 - HP is redefining the Future of Work
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Introduction

Table of contents

Introduction

- 003 Letter from our Interim Chief Executive Officer
- 004 About HP
- 005 2025 highlights
- 007 Recognition
- 008 HP is redefining the Future of Work

Sustainability Strategy

- 010 Sustainability goals
- 012 Sustainability materiality assessment
- 014 Stakeholder engagement
- 015 Strategy
- 016 Governance

Empower Customer Sustainability

- 019 Purposeful innovation
 - 020 Life cycle assessment
 - 021 Ecolabels and certifications
 - 022 Energy efficiency
 - 023 Circularity
- 031 Data privacy, security, and accessibility
 - 032 Product safety
 - 033 Privacy
 - 035 Cybersecurity
 - 036 Product, solutions, and services security
 - 038 Accessibility

Transform HP's Value Chain

- 041 Climate resilience
 - 042 Climate resilience
 - 052 Nature, biodiversity, and ecosystems
 - 055 Water
 - 057 Waste
- 059 Operating responsibly
 - 060 Ethics
 - 062 Anti-corruption
 - 063 Human rights due diligence

Advance Societal Impact

- 087 Our workforce
 - 088 Talent and skills development
 - 091 Compensation and benefits
 - 092 Employee engagement
 - 093 Health and safety
 - 094 Wellbeing
 - 095 Inclusion and belonging
- 097 Connecting communities
 - 098 Technology accelerator
 - 100 Social impact and volunteerism

Appendix

- 102 About this report
- 103 Data
- 116 External assurance
- 117 Forward-looking statements
- 118 Policies and standards
- 119 Independent accountants' review report
- 122 United Nations Sustainable Development Goals Index
- 123 GRI Index
- 130 United Nations Guiding Principles Reporting Framework Index
- 133 Endnotes



Letter from our Interim Chief Executive Officer

Redefining the Future of Work

Work is changing faster than at any point in a generation. AI, hybrid models, and always-on collaboration are reshaping how people connect and how they get things done. As expectations rise, people want technology that helps them work better and adapt more easily, and they want to know the companies behind the technology can be trusted.

At HP, we see this as a defining moment. As work continues to evolve, there is an opportunity to shape a Future of Work that drives business growth and professional fulfillment. For a company with a long history of turning innovation into impact, that means leading with bold ideas and a clear sense of responsibility for the outcomes we create, enabling people to do their best work.

HP is redefining the Future of Work through technology. When it's trusted, secure, seamless, and thoughtfully designed, it doesn't just enable work—it makes the experience better. Sustainability plays a role here. It's built into how we innovate and operate, helping organizations grow, creating opportunities for individuals and communities, and supporting a more resilient future.

Driving Progress Through Sustainability

We embed sustainability into how we design, source, manufacture, and deliver our products, and in how we show up in our work and communities.

Using sustainability as a guide to the choices we make on materials, energy, and water, and how we think about expanding access to technology and skilling, drives greater economic opportunity for HP and for our stakeholders. At its core, sustainability helps us make smarter decisions that build long-term value.

In 2025, we reached several of our multi-year goals. Since 2016, we have recycled over 1.2 million tons of hardware, supplies, and accessories. In addition, across our personal systems and print portfolio, we reached over 30% post-consumer recycled plastic content, contributing to 47% of our product and packaging materials being sourced from recycled, reused, and renewable origins.

We also achieved a key milestone in our social impact work, reaching 82 million people through our programs and partnerships—putting us more than halfway to our goal of accelerating the Future of Work for 150 million people by 2030.

This overall progress continues to be recognized. EcoVadis—a leading global sustainability ratings provider—awarded HP a platinum medal for the 16th consecutive year, placing us in the top 1% globally among more than 100,000 companies.

Beyond the metrics we report, progress can also be measured by the impact we make on businesses and people. You see it in a small business owner saving time and resources with AI-enabled tools, allowing them to focus on growing their business. You see it in a teacher bringing digital learning to life for students who didn't have access before. And you see it in an entrepreneur building skills and confidence through online courses, opening doors to new opportunities.

The Path Forward

Building on our progress and recognizing where we need to move faster, we are helping redefine the Future of Work for the AI era through technology that drives business growth and professional fulfillment.

None of this happens alone. Thank you to our employees, customers, suppliers, and partners for the dedication to this progress. Together, we are building a more accessible and resilient Future of Work.

Sincerely,

Bruce D. Broussard
Interim Chief Executive Officer, HP Inc.



Introduction

Letter from our Interim
Chief Executive Officer

About HP

2025 highlights

Recognition

HP is redefining the
Future of Work

- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix



About HP

HP is a global technology leader redefining the Future of Work. Operating in more than 180 countries, HP delivers innovative and AI-powered devices, software, services, and subscriptions that drive business growth and professional fulfillment. Our diverse portfolio and global scale help us create short- and long-term shareholder value.

KEY FACTS IN 2025

Palo Alto,
California, U.S.

Corporate headquarters

Bruce
Broussard

Interim Chief Executive Officer since
February 3, 2026

~55K

employees globally

~130K

robust ecosystem of channel partners

US\$55.3B

in net revenue in fiscal year 2025

16K+

patents

US\$1.6B

R&D spend

70%

of HP's total revenue in 2025 came
from products and services that help
reduce environmental impacts, per the
Corporate Knights Sustainable
Economy Taxonomy¹

11.3M

additional disconnected individuals
reached through HP's Future of Work
Accelerator program since 2022²





2025 highlights

We continued to make significant progress in 2025, achieving a number of our sustainability goals and driving forward across the three pillars of our sustainability strategy: Empower Customer Sustainability, Transform HP's Value Chain, and Advance Societal Impact.

Introduction

Letter from our Interim Chief Executive Officer

About HP

2025 highlights

Recognition

HP is redefining the Future of Work

- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

EMPOWER CUSTOMER SUSTAINABILITY



Nearly one-third recycled plastic in HP devices

In 2025, 31% of plastic in HP devices was recycled content. We used 54,210 tonnes of postconsumer recycled content plastic, and since 2016 have developed local ocean-bound plastic supply chains—using 3,290 tonnes of recovered plastic in our hardware. [Learn more.](#)



1.21 million tonnes recycled since 2016

By diverting electronic waste from landfill and recycling it, we aim to support circularity and resilient economies. Since 2016, HP has recycled 1.21 million tonnes of hardware and supplies. [Learn more.](#)



Nearly half our materials are reused, recycled, or renewable

In 2025, 47% of the 814,000 tonnes of materials used in HP products and packaging came from reused, recycled, or renewable sources, and 96% of HP home and office printers, desktops, notebooks, displays, and workstations shipped to customers contained recycled content. [Learn more.](#)



Single-use plastic packaging cut by 72%

We have reduced single-use plastic packaging by 72%, from an average of 221 grams/unit in 2018³ to 61 grams/unit in 2025.⁴ [Learn more.](#)





- Introduction
 - Letter from our Interim Chief Executive Officer
 - About HP
 - 2025 highlights
 - Recognition
 - HP is redefining the Future of Work
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

TRANSFORM HP'S VALUE CHAIN



28% reduction in total carbon footprint since 2019

Our total carbon footprint was 16.4 million tonnes of CO₂e in 2025—a 28% reduction since 2019. This includes a 44% reduction in Scope 1 and 2 emissions from HP's global operations. [Learn more.](#)



100% renewable electricity in U.S. operations

HP's own operations in the United States have achieved 100% renewable electricity use since 2017. [Learn more.](#)



46% reduction in potable water withdrawal since 2015

Across our global operations, we have reduced potable water withdrawal by 46%, compared with 2015. [Learn more.](#)



91% of nonhazardous waste diverted from landfill

In 2025, HP's own operations around the world diverted 91% of nonhazardous waste from landfill. [Learn more.](#)

ADVANCE SOCIETAL IMPACT



528 Digital Hubs expanding access to digital skills

Working with YMCA, we launched 528 community-based Digital Hubs since 2022, expanding access to technology and digital literacy. Through HP HOPE, we have also donated 2,215 refurbished devices, supporting 279,860 young people in 24 countries. [Learn more.](#)



Developing skilled and future-ready employees

We focus on technical and digital capabilities in automation, data science, services, AI, and software. In 2025, 99% of employees participated in learning and development activities, averaging 27 hours each. [Learn more.](#)



Free core business skills for millions

HP LIFE offers global access to more than 30 free courses in eight languages. Since 2016, 2.5 million students, entrepreneurs, and lifelong learners in over 200 countries have completed 4.8 million courses. [Learn more.](#)



82.4 million people reached with skills and opportunity since 2021

Through programs and partnerships like HP's Future of Work Accelerator, HP LIFE, and collaborations with high-impact organizations, we aim to accelerate the Future of Work for 150 million people by 2030, reaching 82.4 million since 2021. [Learn more.](#)



Recognition

Sustainability helps guide our decisions as we focus on what is most important to our business and stakeholders as reflected in various benchmarks and recognitions.



For the 16th consecutive year, HP was ranked by EcoVadis among the **top 1%** of companies globally for social and environmental performance, receiving a **Platinum medal** and a score of 91 out of 100.

Our placement signals effective management systems across environment, labor and human rights, ethics, and procurement.



HP ranked **#1 overall** on JUST Capital and CNBC's 2026 list of America's Most JUST Companies and remained the **top-ranked company** in the Technology Hardware category.

This ranking reflects strong performance on stakeholder priorities, including workers, customers, and communities.



HP was named Frost & Sullivan's 2025 **Americas Company of the Year**.

The award recognizes an integrated business strategy that drives leadership in sustainability, circular business practices, and customer-focused innovation.



HP Renew Solutions received the Original Equipment Manufacturer (OEM) **Circular Innovation Award** at the 2025 IT Asset Disposition Summit.

This recognition demonstrates our continued progress in advancing refurbished device ecosystems and circular business models.



HP was named to CDP's 2025 **Climate A List** and earned an **A-score for Water**.

Placing on these lists reflects leadership in climate disclosure, governance, emissions management, and strong water management practices, as well as progress in addressing climate-related risks and opportunities.



HP ranked among the **top five companies** in KnowTheChain's 2025 information, communications, and technology (ICT) benchmark.

Our ranking shows our sustained progress in identifying, preventing, mitigating, and remediating forced labor risks across commitments, policies, and supply chain practices.



HP **ranked fourth** in the World Benchmarking Alliance's (WBA) 2026 Digital Inclusion Benchmark. We also **ranked first** in WBA's 2026 Gender and Social benchmarks.

These recognitions reflect our strong efforts to expand digital access and capabilities, as well as our broader leadership on people-centered issues.



HP was rated by Morningstar Sustainalytics as having **negligible environmental and social risk**—the lowest possible category on its 0–5 scale—and ranked first among 112 companies in the Technology Hardware subindustry.

This recognizes the effectiveness of our management practices across areas such as data privacy, water and carbon management, human rights, and business ethics.



HP was named by Corporate Knights as one of the 2026 **Global 100 Most Sustainable Corporations in the World** for the 11th consecutive year.

Placing in this list shows sustained performance across resource management and revenues from products and solutions with sustainability features.



HP ranked in the **top five** on the Forbes 2026 Net-Zero Leaders list.

This ranking reflects HP's strong positioning and progress toward net zero, as assessed across governance, strategy, risk management, and long-term resilience.



HP **ranked #1** in the electronics sector for supply chain human rights in the WBA's 2026 Corporate Human Rights Benchmark.

Achieving this ranking demonstrates our integration of effective policies and practices to identify, prevent, and address human rights risks across the value chain.



HP was named one of Ethisphere's 2026 **World's Most Ethical Companies**® for the seventh consecutive year.

This placement signals our sustained leadership and maturity in our approach to responsible business, as assessed across our programs, culture, governance, and related ethical practices.

Introduction

Letter from our Interim Chief Executive Officer

About HP

2025 highlights

Recognition

HP is redefining the Future of Work

Sustainability Strategy

Empower Customer Sustainability

Transform HP's Value Chain

Advance Societal Impact

Appendix



Introduction

Letter from our Interim
Chief Executive Officer

About HP

2025 highlights

Recognition

HP is redefining the
Future of Work

- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Introduction

HP is redefining the Future of Work

In an age of disruption, we face a professional fulfillment deficit. In 2025, only 20%⁵ of knowledge workers reported a healthy relationship with work, down 8 percentage points from the year prior. We see this as a moment to act. When people feel fulfilled at work, they are more innovative, resilient, and productive.

In 1939, HP was founded on a partnership that helped change the relationship between people and work. HP is helping companies use innovative technology not just as a productivity tool but as a professional fulfillment platform, grounded in our belief that technology can help companies deliver growth and professional fulfillment.

When knowledge workers are given the right tools and technology, their relationship with work improves significantly. HP is well-positioned with a complete commercial ecosystem that spans PCs, collaboration, print, security, and life cycle services. By creating an integrated HP ecosystem that works better together, we create seamless experiences for customers across industries and around the world.

Our edge IT solutions are designed to deliver business performance, agility, and empower sustainability progress for customers. HP's purposeful innovations support more energy-efficient devices, fiber-based packaging, recycled materials, and Forest Stewardship Council® (FSC®)-certified paper. We strive to pursue resilience in every stage of design and delivery.

By combining innovation and responsibility, we empower our customers to drive growth, build resilience, and embrace a more sustainable future so that they can meet their business needs. To learn more about our approach and the HP portfolio, see our [2025 Empower Customer Sustainability Report](#).

Leading the Future of Work

Innovating new devices
with AI at the edge



Better-together experiences
across the portfolio



Best-in-class solutions
empowering CIOs



Leveraging the power of customer
data for vertical solutions



Sustainability

Talent and culture



- Introduction
- **Sustainability Strategy**
 - Sustainability goals
 - Sustainability materiality assessment
 - Stakeholder engagement
 - Strategy
 - Governance
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Sustainability Strategy

We see sustainability as a business imperative and an opportunity to build and protect long-term value. Guided by a deep understanding of our stakeholders and our business, we are shaping a future where technology benefits businesses, supports communities, and enables climate resilience.





- Introduction
- **Sustainability Strategy**
 - Sustainability goals
 - Sustainability materiality assessment
 - Stakeholder engagement
 - Strategy
 - Governance
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Sustainability goals

As we reach the conclusion of our 2025 sustainability goals, we are marking a major milestone on our sustainability journey. Across climate, circularity, and operations, our teams delivered strong progress toward our ambitious goals, driving measurable impact across our value chain and laying the foundation for our next chapter.

A milestone moment for HP

When we set our bold 2025 goals, we aimed to translate our sustainability strategy into measurable outcomes for circularity and our environmental footprint. As we reach the conclusion of our 2025 goal cycle, we are proud to report our progress.

We have achieved and exceeded seven of our ambitious goals. Each accomplishment is a testament to many years of collaboration, innovation, and dedication across HP, plus diligent engagement with external stakeholders.

HP's 2025 sustainability goals

Circularity Goal Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016 ✓ Exceeded 1.21 million tonnes	Carbon emissions Goal Help suppliers cut two million tonnes of CO₂e emissions between 2010 and 2024⁶ ✓ Exceeded 2.47 million tonnes Goal Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025⁷ ✓ Exceeded 31% Goal Eliminate 75% of single-use plastic packaging by 2025, compared with 2018³ »» Reached 72% globally and 75% in June In June 2025, we achieved a 75% reduction in single-use plastic packaging, marking a major milestone on our journey. Due to changes in our product mix during the second half of the year, we recorded a full-year average reduction of 72%.	Water Goal Reduce potable water withdrawal in global operations by 35% by 2025, compared with 2015, focusing on high-risk sites ✓ Exceeded 46% reduction Waste Goal Reach zero waste in HP operations by 2025⁹ ✓ Exceeded 91% Goal Use 100% renewable electricity in our operations by 2025 »» Reached 66% globally and 100% in U.S. We remain committed to reaching 100% renewable electricity use in our global operations. However, responding to regional market realities, we have extended this goal's timeline to 2040 – aligning with our net zero goal – while we continue to scale renewable procurement and generation year on year.
--	--	--



- Introduction
- **Sustainability Strategy**
 - Sustainability goals
 - Sustainability materiality assessment
 - Stakeholder engagement
 - Strategy
 - Governance
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Refreshing our flagship goals for impact

As we mark the end of 2025, we also reaffirm our commitment to our sustainability strategy and have chosen to center our efforts on three flagship goals designed to strengthen resilience and long-term growth.

These goals will help us respond to increasing stakeholder expectations, evolving regulatory landscapes, and the accelerating transition toward a low-carbon economy. They also reflect our learning over time, as our ambitions evolve in response to progress, challenges, and external conditions.

Further, they reflect our continued experience that pursuing sustainability creates business value by mitigating risk, lowering costs, strengthening supply chain resilience, and improving customer experiences.

Transitioning our other long-term goals

As we refocus our efforts, we are also transitioning our other goals into an internal management framework. This will help us allocate our resources and prioritize actions that most directly contribute to impact.



Reduce value chain emissions 50% by 2030 (compared to 2019) and achieve net zero by 2040¹⁰

Transforming our value chain is essential to delivering on our climate commitments as well as supporting greater global energy security and resilience.

This goal—validated by the Science Based Targets initiative—advances decarbonization across HP's operations and supply chain. It also challenges us to strengthen alliances with our suppliers in support of transparency and science-based progress. By reducing Scope 1, 2, and 3 emissions, we will reinforce our operational resilience and position HP as a trusted partner for customers that expect us to reduce our footprint. Through supplier engagement, renewable electricity expansion, and product innovation, we are better able to adapt to a lower-carbon ecosystem in a way that supports long-term business growth and industry leadership.

In 2025, HP's carbon footprint was 16.4 million tonnes of CO₂e, a 28% reduction from our 2019 baseline. See [Climate resilience](#).



Achieve 100% renewable electricity in our global operations by 2040

Growing our use of renewable electricity is a key driver for HP's decarbonization goal. While our updated 2040 timeline reflects the realities of global energy markets, our commitment remains firm.

By continuing to expand renewable energy in our operations, we reduce operational emissions, enhance resilience, and align our business with global climate and energy transition pathways. It also strengthens stakeholder confidence and supports growth as we strive to lead by example.

In 2025, HP's global operations procured and generated 313,300 MWh of renewable electricity and attributes, equivalent to 66% of our total use. See [Renewable energy](#).



Accelerate the Future of Work for 150 million people by 2030, since the beginning of 2021¹¹

As digital transformation and AI rapidly change the Future of Work, technology access, skills development, and workforce readiness are becoming defining enablers of sustainable growth.

To achieve this goal, we will continue to invest in expanding digital literacy, workforce and economic development, and access to technology to help communities thrive in the era of AI. These efforts strengthen the global talent ecosystem, support inclusive innovation, and help ensure that the benefits of technological advancement are more broadly shared, contributing to resilient societies and long-term economic vitality.

Through 2025, HP's programs and partnerships have reached 82.4 million people. See [Connecting communities](#).



- Introduction
- **Sustainability Strategy**
 - Sustainability goals
 - Sustainability materiality assessment**
 - Stakeholder engagement
 - Strategy
 - Governance
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Sustainability materiality assessment

Understanding HP's actual and potential impacts on the environment and society is essential to the development of an effective strategy for impact. To do that, we periodically conduct sustainability materiality¹² assessments.

In our most recent sustainability materiality assessment, and in the use of "materiality" in this report, we employed concepts from international standards and regulatory frameworks. As well as assessing HP's actual and potential impacts, the assessment considered risks and opportunities for our company and provided key inputs for our policies, commitments, actions, and progress.

Our assessment process

We use a four-step process to identify and assess actual and potential sustainability impacts, risks, and opportunities.



Context

We build a shared vision of success, gather key materials and stakeholders, and develop an overview of HP's sustainability context.



Identify

We identify actual and potential sustainability impacts, risks, and opportunities—categorized by type, time horizon, geography, remediability, and other factors—before reviewing with stakeholders.



Assess

We draw on desktop research and stakeholder engagement to assess sustainability impacts, risks, and opportunities. We are intentional in not considering HP's current performance and HP's impacts relative to other industries or companies.



Consolidate

We consolidate outputs and use them to inform the continual evaluation of our sustainability strategy in the context of our overall business strategy. This consolidation also helps us identify potential areas for strategic focus.



- Introduction
- **Sustainability Strategy**
 - Sustainability goals
 - [Sustainability materiality assessment](#)
 - Stakeholder engagement
 - Strategy
 - Governance
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Summary of identified topics

By integrating a broad range of inputs and insights, we identified 27 sustainability impacts, risks, and opportunities. From there, we identified these 12 sustainability material topics.

Topic	Description	Initiatives
Environmental		
Sustainable products and services and circular economy	Managing product life cycles through design and business models emphasizing serviceability, longevity, repair, reuse, recycling, recycled content, and closed material loops, aiming to reduce waste and foster a circular economy.	Circularity
Climate change	Collaborating across our value chain and with external partners to address climate change by reducing operational, product use, and supply chain GHG emissions.	Climate resilience
Materials and substances of concern	Addressing the responsible management of substances of concern, including adopting practices that prioritize environmental and social considerations, safeguarding against potential harm, and ensuring ethical raw material sourcing.	Circularity
		Human rights due diligence
		Responsible minerals
		Nature, biodiversity, and ecosystems
Waste	Promoting responsible disposal of electronic waste, packaging, and manufacturing waste throughout the value chain. Emphasizing reduction and recycling to address environmental pollution.	Circularity Waste
Water	Reducing water consumption and addressing pollution and water scarcity concerns in affected regions. This approach includes monitoring the quality of discharge emissions to water at sites where monitoring is required based on local permits.	Water
Social		
Child labor and forced labor	Applying human rights due diligence to ensure forced labor practices and child labor are not used within HP or by our suppliers, engaging with rightsholders, and remedying where we caused or contributed to the impact.	Human rights due diligence Responsible minerals
Worker health and safety	Working to create a healthy, safe, and secure working environment by identifying and mitigating potential risks, increasing emergency preparedness, and addressing workplace injuries throughout HP operations and our supply chain.	Health and safety

Topic	Description	Initiatives
Talent development	Creating a resilient and future-ready workforce by investing in training and development that considers individuals' needs and enables innovation while fostering workforce resiliency and meeting evolving business needs.	Our workforce
Fundamental labor rights	Promoting the wellbeing of HP employees and fostering an inclusive and transparent workplace, as well as protecting the labor rights of workers in our supply chain. We work to promote a living wage, combat discrimination, safeguard whistleblowers, ensure safe working conditions, and uphold freedom of association.	Human rights due diligence Responsible minerals Our workforce
Governance		
Business conduct	Acting with integrity, upholding the highest ethical standards, and countering corruption. This extends to joint ventures, partners, customers, suppliers, and distributors. We also embrace transparent political engagement and lobbying practices.	Operating responsibly HP 2026 Proxy Statement
Data privacy and data protection	Designing products and solutions with data security in mind, and collecting, analyzing, using, storing, transferring, and sharing data responsibly while maintaining compliance with evolving data privacy laws and standards.	Privacy
Partnerships and collaborations	Engaging with businesses, organizations, industry groups, and governments, and fostering meaningful alliances with tangible benefits for communities, with an emphasis on access to technology and connectivity, digital education, and economic opportunity.	Connecting communities Social impact and volunteerism



- Introduction
- **Sustainability Strategy**
 - Sustainability goals
 - Sustainability materiality assessment
 - Stakeholder engagement
 - Strategy
 - Governance
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Stakeholder engagement

We engage regularly with a wide range of internal and external stakeholders, gaining valuable feedback and insight and creating new opportunities for sustainability progress.

HP's stakeholders include employees, customers, suppliers, investors, peer companies, policymakers, industry bodies, nongovernmental organizations (NGOs), and sector experts.

We identify stakeholders based on factors such as expertise, willingness to engage, reputation, location, sphere of influence, and ability to scale and accelerate progress. These interactions build our intelligence, help us prioritize critical issues, and provide insights into emerging opportunities and risks. Individual functions across the company engage with stakeholders in ways that are most relevant to their objectives and operations, including targeted investments, pro-competitive collaboration on industry initiatives, customer and supplier education, supplier capability-building programs, supplier audits and assessments, conference participation, employee surveys, and mentoring.

Some forms of stakeholder engagement, such as supplier audits, follow a set frequency. Other forms of engagement, including responses to customer requests for information about our sustainability performance, work with NGOs and industry peers on relevant issues while remaining pro-competitive, and discussions with policymakers, occur on an ad hoc basis.

We also conduct annual outreach regarding our governance profile with stockholders, which included stockholders representing around 35% of our outstanding stock in fiscal year 2025. Topics discussed include HP's strategy and business performance, governance practices, executive compensation, and sustainability.

Examples of stakeholder engagement in 2025 included:

Empower Customer Sustainability

- HP has joined industry peers in advancing circular design through the Circular Electronics Partnership with the [Circular Electronics Design Guide](#). As a member of the Ellen MacArthur Foundation Network, we work to make the circular economy a reality.
- Since 2021, HP's Amplify Impact program has helped accelerate impact across the IT industry and empower our partners to drive sustainability-related sales. More than 4,700 partners—representing over 80% of HP channel partner revenue—are benefiting from this award-winning program, which provides training, support, and resources. According to a survey of Amplify Impact partners, Amplify Impact has strengthened sustainability deal win rates for 70% of participants and driven a twofold increase in sustainable sales won annually.

Transform HP's Value Chain

- We engaged in initiatives focused on increasing support for clean energy¹³ and addressing climate risk, including the [Responsible Business Alliance](#), [Clean Energy Buyers Association](#), [RE100](#), [EV100](#), CDP's [Supply Chain membership](#), [Business Ambition for 1.5°C](#), and the [Center for Climate and Energy Solutions' Business Environmental Leadership Council](#).
- We engaged internal and external stakeholders across every step of our human rights due diligence process—including [identifying and assessing adverse impacts](#); [ceasing, preventing, and mitigating adverse impacts](#); [remediation and access to remedy](#); and [tracking and implementing results](#)—to advance our approach across the value chain. This included collaboration through multi-stakeholder initiatives such as the [Responsible Business Alliance](#), the [Responsible Minerals Initiative](#), the [European Partnership for Responsible Minerals](#), the [Initiative for Responsible Mining Assurance](#), the [Responsible Sourcing Initiative](#), and the [Leadership Group for Responsible Recruitment](#).
- We are committed to protecting workers in our global supply chain from exposure to hazardous process chemicals, as one of three initial founding signatories of Clean Electronics Production Network's (CEPN) [Toward Zero Exposure](#) program.

- Building on our commitment as a [founding sponsor of Catalyze](#) with Schneider Electric, we engage in the program to promote meaningful, pro-competitive decarbonization across the semiconductor and IT supply chains.

Advance Societal Impact

- We engage with NGOs through HP's annual Future of Work Accelerator, providing them with funding and technology to scale their impact in disconnected communities. The program is designed and implemented in partnership with [MIT Solve](#) and [Global Impact Advisors](#).
- Outside of the Accelerator, we partner with a number of NGOs on an ongoing basis. That includes [World YMCA](#), a global NGO creating economic opportunity for young people by helping them develop critical digital and AI skills. [HP HOPE](#) supports these efforts by donating refurbished devices that expand access to technology and help advance NGOs' positive impact.

Many other examples of our stakeholder engagement are included throughout this report.



- Introduction
- **Sustainability Strategy**
 - Sustainability goals
 - Sustainability materiality assessment
 - Stakeholder engagement
 - **Strategy**
 - Governance
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Strategy

HP is reinventing the Future of Work for the AI era through technology that drives business growth and professional fulfillment.

Guided by stakeholder engagement, global priorities, industry collaboration, the strength of our portfolio breadth and sustainability materiality assessment, and relevant external frameworks, we recognize both the opportunity and responsibility to innovate for our customers. Our sustainability strategy is built on three interconnected pillars that advance the quality of our offerings through attention to our customers, our value chain, and society.

HP's technology is designed to enable meaningful progress for the AI era. We deliver solutions that empower customers to achieve business goals, thrive in the digital economy, and advance their sustainability ambitions. By aiming to put customers first and design products that last, we drive business value by reducing risk, lowering costs, and improving customer experiences.

For more than 85 years, the HP Way has guided our commitment to responsibility and resilience across our operations and global supply chain. We deliver on science-based targets, expand renewable electricity use, scrutinize our water footprint, and engage on management of forests and biodiversity. We work closely with suppliers to strengthen environmental performance, ensure transparency, and advance human rights through rigorous due diligence to identify, prevent, and mitigate adverse impacts.

We also use our scale and influence to help shape a more agile, resilient, and scalable digital economy. This includes focused investments to accelerate a future-ready workforce and empower disconnected communities with greater access to technology and digital and AI skills to thrive in the changing world of work. We also engage across industry, civil society, and public policy to support workforce and economic development. Our people are central to this effort, and we remain committed to supporting the growth and fulfillment of employees across the globe.

Our sustainability strategy is both a business imperative and a competitive advantage. In 2025, more than 70%¹ of HP's total revenue came from products and services that help reduce environmental impacts, as reported under the Corporate Knights Sustainable Economy Taxonomy. EcoVadis recognized HP for the 16th consecutive year with its Platinum medal, placing us in the top 1% of companies globally.

Through our sustainability strategy, we are empowering customers to drive profitable growth and increase efficiency. Across our value chain, we are expanding access to technology to unlock opportunity, support growth and fulfillment, and enable more people to thrive in an increasingly digital economy—creating lasting value for work and for the world.mnju7

70%
of HP's total revenue in 2025 came from products and services that help reduce environmental impacts¹

HP's sustainability strategy

At HP, our bold ambition is to redefine the Future of Work with technology by creating experiences that drive growth and more fulfilling work experiences for people everywhere.



Empower Customer Sustainability

Enabled by HP innovations throughout the product life cycle



Transform HP's Value Chain

Innovate for performance and resilience across the value chain



Advance Societal Impact

Accelerate future worker readiness for the digital/AI economies



- Introduction
- **Sustainability Strategy**
 - Sustainability goals
 - Sustainability materiality assessment
 - Stakeholder engagement
 - Strategy
 - **Governance**
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Governance

HP Board of Directors

The board and its committees actively oversee HP's Sustainable Impact strategy and related risks. In many cases, committees will be the first level of oversight, although certain matters may be handled by the board directly, or following initial review by a committee. The board has ultimate oversight of HP's Sustainable Impact strategy, risks, and opportunities. The Nominating, Governance and Social Responsibility Committee (NGSRC) is the primary board committee providing oversight on the execution of HP's sustainability strategy and accompanying initiatives, as well as key risks and opportunities (shared with the Audit Committee). The NGSRC oversees, periodically reviews, and, as appropriate, makes recommendations to the board on strategic priorities and investments related to sustainability and social impact. The NGSRC receives regular updates on HP's Sustainable Impact strategy and results. As needed, the NGSRC makes recommendations to the board.

Our executive leadership team (ELT), led by HP's chief executive officer, retains overall responsibility for Sustainable Impact as part of our business strategy. Members of the ELT, including the chief enterprise operations officer, business division presidents, and chief marketing and corporate affairs officer, oversee Sustainable Impact targets relevant to their organizations.

Cross-functional Sustainable Impact Steering Committee

This committee comprises representatives from business units and functions across HP that are integral to the execution of HP's sustainability strategy. The SI Steering Committee meets quarterly and discusses the sustainability strategy, reporting on progress, issues, and actions.

The Enterprise Operations function, which is represented on the SI Steering Committee, houses several departments that participate in the assessment and management of climate-related risks and opportunities. Within Enterprise Operations, the Global Resiliency (GR) team provides leadership, direction, and support to HP businesses and functions, across geographies, in business continuity planning (BCP). The Enterprise Operations team has the responsibility of planning for impacts, from extreme weather conditions and natural disasters alongside other categories of events planned for, as a part of its BCP. Among the several categories of impacts planned for are extreme weather conditions and natural disasters. HP's BCP program and the tools the Enterprise Operations team use enable them to monitor and plan for keeping HP's business functioning with no or minimal disruptions.

HP's Finance function houses Global Risk Management (GRM), which is responsible for the placement of all global casualty insurance policies, including property insurance, to protect HP from losses arising from casualty-related events.

Other organizations represented in the SI Steering Committee are responsible for assessing and managing climate-related opportunities, including the transition to low-carbon goods and services. Our Corporate Real Estate and Workplace Services (CREWS) organization, located in Enterprise Operations, is responsible for the development of energy projects and procurement, including the establishment and implementation of renewable energy and energy-efficiency projects, and establishing and meeting operational emissions reduction targets.

HP's design engineers and architects, in the Personal Systems and Printing businesses, are responsible for integrating energy and material efficiency into HP's products targeted for consumer and commercial markets. They employ tools and processes such as life cycle assessments (LCAs) and product carbon footprint analyses to determine how to best reduce product environmental impacts and improve resource and energy efficiency.

Sustainable Impact Leadership Team

The Sustainable Impact Leadership Team meets as needed to discuss HP's Sustainable Impact strategy and provide updates to the ELT. The chief sustainability officer (CSO) from the Sustainable Impact Leadership Team has primary responsibility for climate-related issues, including with respect to the assessment and management of climate-related risks and opportunities. The CSO oversees the development of HP's sustainability strategy, drives progress toward meeting HP's targets related to climate, and manages communications and reporting. HP's CSO also leads HP's Global Product Compliance and Sustainable Impact (GPC&SI) organization, which manages HP product stewardship, supply chain responsibility, sustainability goals, reporting, and coordination with other HP functions and teams. The CSO is the primary external representative for HP on sustainability issues and spearheads cross-HP collaboration to set and manage climate-related efforts. The CSO regularly updates and engages HP's board and its committees and HP's ELT on sustainability strategy, including climate-related issues.



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Empower Customer Sustainability

Led by our goal to shape the Future of Work, HP's innovations are designed to empower our customers to work more productively and in more fulfilling ways.





Overview



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

ABOUT

Integrated and designed with a focus on AI and security, our products, services, and solutions help enhance collaboration and improve business performance. From design through end of life, we also assess the carbon footprint of our portfolio and identify high-impact design choices, such as prioritizing designs that are energy efficient, durable, repairable, reusable, and recyclable.

We use increasing amounts of recycled materials, ship more products in fiber-based packaging, and develop initiatives to reuse and recycle more. And, across our portfolio, we embed privacy and safety deeply into our design and development.

HOW

Accelerate customer resilience, business performance, and enable the efficient use of resources while protecting data privacy with HP's exceptional portfolio

PROGRESS

We have continued to increase the proportion of circular materials in our products and packaging—achieving 47%, by weight, that were reused, recycled, or renewable in 2025

HIGHLIGHTS

29
HP computer and display products achieved EPEAT® 2.0 Gold registration on the standard's launch day in 2025—more than any other technology company. [Learn more.](#)

86%
of HP's product-related carbon footprint is estimated with product direct match LCAs, conforming with ISO 14040/14044 and underpinning the credibility of our decarbonization plans. [Learn more.](#)

96%
of HP's home and office printers, desktops, notebooks, displays, and workstations shipped to customers in 2025 contained recycled content. [Learn more.](#)

500+
ENERGY STAR® certified products in 2025 and the most EPEAT Gold and Silver registrations for personal systems globally. [Learn more.](#)



Purposeful innovation

- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix





Life cycle assessment

By using life cycle assessments (LCA) and product carbon footprints (PCFs),¹⁴ we quantify the environmental performance of our portfolio, identify opportunities to decarbonize our value chain, and deliver more value for our customers.

We have conducted LCAs and PCFs for thousands of products¹⁵ across our portfolio and continue to expand coverage with a focus on personal systems accessories, print hardware, and supplies. In 2025, we:

- Conducted or updated 414 LCAs of DesignJet printers, scanners, enterprise printers, and cartridges—20% more than in 2024
- Conducted or updated 914 PCFs of business HP desktops, notebooks, tablets, workstations, thin clients, all-in-one computers, and displays—39% more than in 2024

We continually work to improve the overall quality, traceability, and consistency of our data.

In 2025, we enhanced our LCA methodology to deliver greater transparency and more actionable insights for our customers through our proprietary Future of LCA (FoLCA) tool, which underpins HP's product-level carbon footprint reporting. Fully compliant with International Organization for Standardization (ISO) 14040/44 standards and independently verified, FoLCA is designed to support decarbonization-related decision-making.

FoLCA combines industry-standard datasets with HP- and supplier-specific data, including bills of materials, product teardowns, materials data, supplier renewable energy inputs, and logistics information, enabling more accurate component-level modeling than approaches based primarily on industry averages. It also leverages the Sphera LCA database alongside HP data to strengthen the quality and consistency of LCAs.

The tool is designed to strengthen the connection between HP's decarbonization strategy and product design decisions. We plan to further enhance the tool through improvements to logistics-related data and by continuing to study and quantify the potential of our service-based business models.

Together, these capabilities enable more accurate, configurable, and credible carbon footprint reporting, providing our customers with reliable data to inform their sustainability strategies, procurement decisions, and reporting.

More broadly, we continue our efforts to decarbonize our value chain in order to achieve our science-based targets. See [Climate resilience](#) for more information.

86%

of HP's 2025 product-related carbon footprint has been estimated through an LCA direct match¹⁶





Ecolabels and certifications

By embracing ecolabels and certifications to validate our portfolio's performance, we ensure credibility and transparency and give confidence to our customers.

Multi-attribute certifications, conforming to ISO 14024, assess products based on a comprehensive set of standardized environmental attributes, such as energy efficiency, material composition, recyclability, and emissions. This provides transparency and assurance to our customers and stakeholders.

Our use of multi-attribute ecolabels also supports our supply chain initiatives by encouraging suppliers to adopt best practices in resource management, pollution prevention, and ethical sourcing. This helps us drive continuous improvement in environmental performance and strengthen HP's reputation as an industry leader, and we play an active role in shaping new standards.

We strategically pursue the optimal ecolabel for each product and market, balancing global consistency with local relevance. ENERGY STAR® provides a common energy-efficiency baseline, while EPEAT®, TCO Certified, and Blue Angel are applied selectively according to product category and regional procurement expectations. For example, we use TCO for personal systems in Europe and Blue Angel for print products in areas where that certification is especially valued.

In early 2025, we expanded the number of ENERGY STAR certified personal systems and printing products to 535.

Since 2022, HP has led the industry with the highest number of EPEAT 1.0 Gold and Silver registrations for personal systems globally,¹⁷ and HP Printing is now leading with more than 500 registered printers, multi-function devices, and scanners with EPEAT 1.0¹⁸ registrations. Many of these also meet the stricter Climate+ designation.

At the launch of EPEAT 2.0, 29 HP computer and display products achieved EPEAT 2.0 Gold registrations—more than any other technology company. The Global Electronics Council recognized our leadership by announcing HP as an [EPEAT 2.0 Launch Partner](#).

To help customers better understand these certifications, we provide detailed information about product safety and environmental attributes online, for example:

- [Eco Labels & Declarations](#)
- [HP Product Carbon Footprint Reports](#)
- [Product Compliance Declarations and Certifications](#)
- [Safety Data Sheets](#)

535

ENERGY STAR certified
personal systems and printing
products—more than any
other manufacturer¹⁹



HP had 29 EPEAT 2.0 Gold-registered products on launch day, 20 more than any of our competitors





- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - **Energy efficiency**
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Energy efficiency

To help customers reduce energy use and associated greenhouse gas (GHG) emissions, we focus on designing products that deliver high performance with improved energy use. We integrate advanced energy management technologies and use telemetry to continually improve real-world efficiency.

Energy consumed during product use is a significant contributor to our carbon and water footprints. In 2025, product energy use generated 3.8 million tonnes of CO₂e, accounting for 23% of our total carbon footprint. We regularly assess product energy usage and participate in certification programs such as ENERGY STAR® to validate progress and support informed customer purchasing decisions.

Improvements in device energy management can lower the total cost of ownership for our customers while reducing life cycle GHG emissions. For example:

- HP 65W Gallium Nitride (GaN) PC adapters operate with 93% energy efficiency, a 5% improvement over previous generations. These adapters are also 40% lighter and at least 40% smaller by volume.

- HP Smart Sense is a built-in, AI-driven capability that automatically optimizes a device's energy use to a user's everyday work style. By balancing performance, temperature, heat, and fan noise in real time, systems adjust to shifting workloads throughout the day. Devices with Smart Sense have demonstrated up to 35% lower power consumption,²⁰ up to 25% faster peak performance,²⁰ 44% longer battery life, and up to 30% lower use-phase carbon emissions,²¹ compared with devices without Smart Sense.

- Smart Resource Optimizer,²² launched in 2025, automatically prioritizes foreground applications while reducing background activity. This improves multitasking performance by up to 15% while using up to 15% less power, helping reduce unnecessary energy use, heat, and noise.

- The Workforce Experience Platform (WXP) power consumption dashboard helps IT teams track device-level power use across fleets over time. These insights support more informed power-management settings based on real-world usage patterns.

- HP LaserJet printers incorporate energy-saving auto-on/auto-off technology,²³ minimizing warm-up time from sleep mode so print jobs can begin almost immediately. In addition, HP TerraJet toner is specially formulated to have a low melting point, which consumes less energy when printing.²⁴





Circularity

Circularity is an essential part of HP's sustainability journey and our ambition to shape the Future of Work. As a company that uses more than 800,000 tonnes of product and packaging each year, we see circularity as a route to advancing resilience and long-term stability for our business and our stakeholders.

We embrace the principles of the circular economy, including eliminating waste, recovering material, scaling the use of recycled and renewable materials, and increasing the useful life of products. We maintain a range of initiatives, such as the HP Planet Partners program for closed-loop recycling of ink and toner cartridges; HP Solutions to take-back, refurbish, resale, and extend the life of products; our steadily increasing use of circular materials; and our offerings for device life extension and self-repair.

5B+

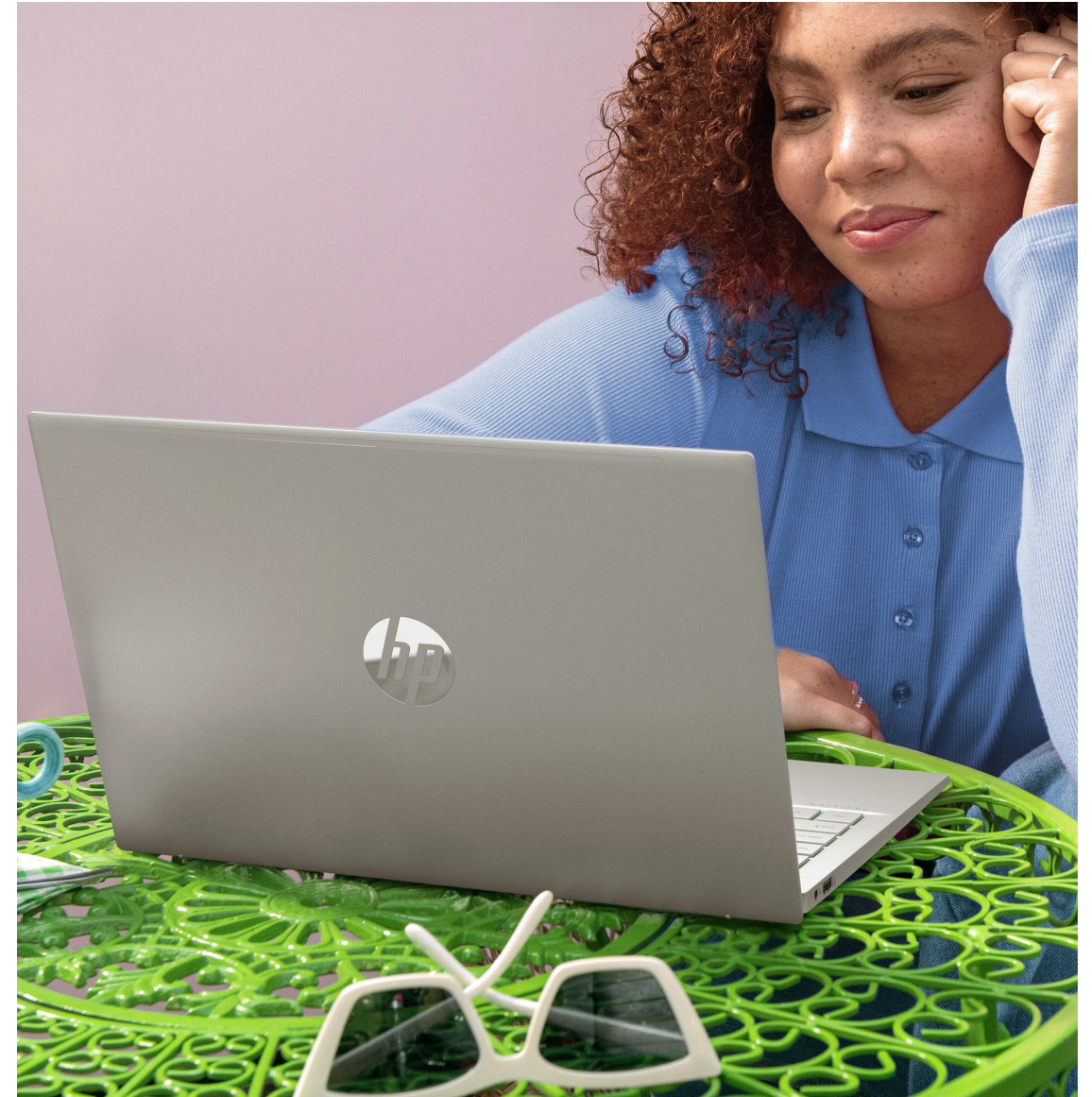
pounds of reused, recycled, or renewable²⁵ materials in HP products and packaging since 2019

In 2025, we increased the proportion of circular materials in our products and packaging—achieving 47% of materials, by weight, that were reused, recycled, or renewable.²⁵ During the year, we also reached a significant milestone as we:

- Achieved our 2025 goals for plastic: Increased our rate of recycled plastic use by 18% from 2024 to 2025 and exceeded our 30% goal by incorporating 31% postconsumer recycled content plastic across our personal systems and print portfolio
- Achieved our 2025 goal to recycle 1.2 million tonnes of hardware and supplies—reaching 1.21 million tonnes since the beginning of 2016

In June 2025, we reached our goal to eliminate 75% of single-use plastic packaging. Due to the mix of products, the full-year performance was 72.5%.

Through our membership in the Ellen MacArthur Foundation Network and our contribution to standards like the ISO 59000 series, we support the industry's transition to a circular economy with practical and scalable solutions. The ISO 59000 standards help ensure products and services meet durability, reusability, and repairability criteria, fostering consumer trust and enabling efficiencies across the value chain.



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - **Circularity**
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - **Circularity**
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

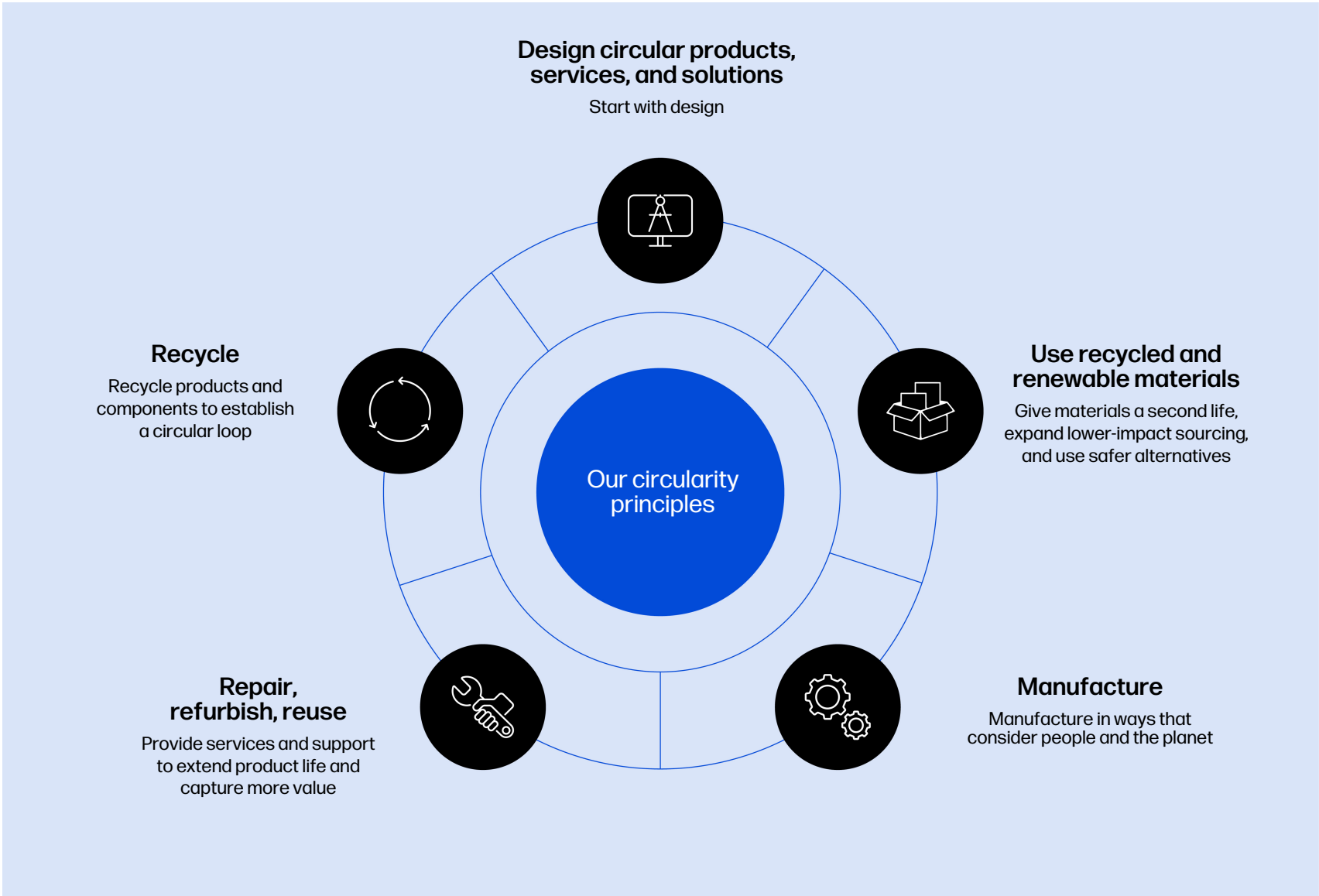
Circular design

Up to 80% of a product's overall environmental impact is determined during its development.²⁶ That is why, during design, we consider the full life cycle of our products and solutions, thinking carefully about how items are made, used, reused, and disposed of.

Design for Circularity, launched in 1992, informs HP's design and development. We incorporate increasing volumes of recycled and renewable materials²⁵ and have taken significant steps to remove plastic from our packaging, deploying molded fiber cushions when possible and adopting hybrid solutions to limit single-use plastic. Through modular design, we increase upgradeability²⁷ and enable more products to be disassembled easily for repair, refurbishment, or recycling.

We prioritize choosing safer chemicals, holding ourselves and our suppliers to robust manufacturing standards. We also offer an evolving range of services focused on repairing, recovering, reusing, and recycling to extend item lifespans and reduce end-of-life impacts.

HP's design and development processes for personal computing, LaserJet, and InkJet products are certified under ISO 14001. For more information about how we define and track our circularity efforts, see the HP Circularity Accounting Manual.





- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - **Circularity**
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Durability

By engineering products and parts to perform longer and withstand more use, we aim to reduce waste, conserve resources, and deliver greater long-term value for customers. For example:

- **Personal systems:** We design our commercial and consumer desktop and notebook personal computers, workstations, and displays with durability in mind and test them against the MIL-STD-810,²⁸ a U.S. Department of Defense standard for testing the reliability and durability of military equipment. In 2025, we published the third-party results of our Business PCs against MIL-STD-810 Testing for HP Business PCs, in which every system passed.
- **Industrial print:** HP's industrial digital printing presses are designed for longevity and for individual components to be replaced and upgraded to improve performance and functionality over time. We also design these systems to be easily repaired and refurbished. We created the Indigo Certified Pre-Owned program to extend the life of our commercial presses and provide high-quality systems at lower price points.

Repairability

We look for opportunities to improve repairability to help HP customers keep their devices working longer. Through thoughtful design choices, we aim to make repairs simpler, improve cost efficiency, and help avoid unnecessary material use. For example:

- **Serviceability Scorecard for PCs and Displays:** We score new designs across six categories, including fastener reusability, customer

serviceability and replaceability, ease of disassembly, tool and screw requirements, service qualification, and skills needed to perform a service. This scoring informs circular design decisions through improvements like using nonsoldered components and enabling battery replacement. To extend the life of our PCs, we offer HP Certified Refurbished devices with a one-year limited warranty.

Services accelerating circularity

Across the product life cycle, we design services that help our customers solve problems and increase circularity, at the same time as improving business outcomes.

For both commercial and consumer customers, we offer services that extend product lifespans, reduce waste, and accelerate circularity through protection, repair, refurbishment, reuse, and end-of-use programs. This includes:

- **Workforce Experience Platform (WXP):** HP's WXP replaces fixed hardware refresh cycles with data-driven, AI-informed upgrade decisions based on actual device performance—keeping devices in use longer, intelligently redeploying refurbished devices to match performance needs, and eliminating unnecessary replacements.
- **Managed Services:** HP delivers end-to-end fleet management—from advising, configuration, and deployment to device management and refresh or renewal. By extending device life cycles and optimizing refresh strategies, we help lower costs and support both operational efficiency and sustainability goals.

- **Sustainability Amplifier:** HP provides industrial and large-format printing customers with tailored guidance, self-assessment tools, and sustainability resources, helping them achieve their goals, make progress toward industry certifications, and differentiate their services through sustainability.
- **Digital Passport:** Enter via a QR code found on the back of the device; this new digital hub is product-specific, can reduce the need for paper documentation, and offers essential details that customers can refer to throughout the device's lifetime, explore setup instructions, accessory options, sustainability information, repair resources, and even end-of-life solutions.

The number of devices that gain another life continues to grow through additional HP services such as HP Care Packs, Device Life Extension, IT Asset Disposition, HP Certified Refurbished Hardware, and Renew Program for Instant Ink. See Repair, refurbish, and reuse.





- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - **Circularity**
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Materials

The materials we choose are an essential component of our approach to circularity. We explore safer chemicals use and integrate increasing amounts of recycled and renewable content.²⁹ In 2025, 47% of the materials in our products and packaging, by weight, were reused, recycled, or renewable.

We used 814,000 tonnes³⁰ of materials in our products and packaging in 2025, 3% less than in 2024.

As both a supplier and a user of recovered materials, we look for opportunities to incorporate recycled and recyclable content³¹ into new HP products. We also strive to accelerate the global market for recovered and recycled materials as well as progress toward a circular economy. Additionally, HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays are derived from recycled and renewable sources.³²

We publish information about the material content of typical HP personal systems and printers, and we continue to expand our full material disclosure program. In 2025, 98% of HP's EPEAT®-registered personal systems products have collected data for at least 90% of the substances (by weight) used in these products.³³ See [Data](#) for more information.

96%

of HP home and office printers, desktops, notebooks, displays, and workstations shipped to customers in 2025 included recycled materials³⁴

Chemicals

We aim to promote the circular economy and reduce environmental and human health impacts by continuously evolving the chemicals used in our value chain. HP's [Responsible Chemistry Timeline](#) illustrates our efforts over more than 30 years.

The [HP Materials and Chemical Management Policy](#) guides how we specify and restrict materials and chemicals for use in HP products, packaging, and manufacturing processes across our own operations. Supplier requirements are outlined in the [HP General Specification for the Environment \(GSE\)](#)—which is updated annually and includes environmental requirements for HP-brand products—and in our [Supplier Code of Conduct](#). We are committed to compliance with all applicable laws and regulations, including requirements under Restriction of Hazardous Substances (RoHS) legislation globally.

We explore alternatives to chemicals and materials in current products and incorporate chemical hazard assessment (CHA) methodologies, such as the [GreenScreen for Safer Chemicals](#). In 2025, we sponsored a working group through ChemForward's Electronics Safer Chemistry Collaborative to share pre-competitive information on per- and polyfluoroalkyl substances (PFAS) alternatives, as

well as hazard assessments to help determine if these alternatives meet the criteria for our chemistry program. During the year, we also funded CHAs for seven potential PFAS alternatives.

HP remains involved in several chemistry initiatives under the Clean Production Action coalition, including the Chemical Footprint Project (CFP), a tool for benchmarking companies as they select safer alternatives and reduce their use of chemicals of high concern.

In 2021, we became a founding signatory of the Toward Zero Exposure program by Green America's Clean Electronics Production Network, which protects workers from chemical hazards in the electronics supply chain.

In 2025, 29 manufacturing suppliers reported the elimination of the first round of priority chemicals across facilities that employ over 50,000 production-line workers. See [Health and safety](#).





- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - **Circularity**
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix



Plastic

HP focuses on increasing our use of recycled plastic, using ocean-bound recycled plastic, offering take-back and recycling services,³⁵ and substituting plastic packaging with lower-impact materials where it is feasible.

In 2025, we used 54,210 tonnes of postconsumer recycled content plastic in HP products—increasing the share of overall plastic use from 26% to 31%. See [data](#) for details.

We work to increase our use of ocean-bound plastic and, since 2016, have developed partnerships with nonprofits and key suppliers to establish local infrastructure and self-reliant supply chains. In total, these efforts have enabled us to incorporate 3,290 tonnes of recovered ocean-bound plastic into our products. More than 450 HP products now contain ocean-bound plastic. See [Recycling and end of life](#) for more information.

To drive change across and beyond our industry, we collaborate with a range of initiatives and organizations, such as The Circulate Initiative’s Responsible Sourcing Initiative, through which we support the creation of an actionable global standard for responsibly sourcing recycled plastics. See [Recycling and end of life](#).

Metal and critical raw materials

Metal plays an increasingly important role in circularity, and we continue to increase the use of recycled metal. Metals like aluminum can be recycled repeatedly with little degradation in material properties and near-zero material loss. Metals make up a large portion of the materials in our personal systems and print products. Using recycled metals decreases the environmental impacts associated with mining and producing virgin materials, including energy use and associated GHG emissions.

We have qualified for use metals with a high proportion of recycled content, including up to 90% recycled aluminum, up to 90% recycled magnesium, up to 90% recycled stainless steel, up to 50% recycled steel, up to 50% recycled copper, and at least 25% recycled indium. In 2025, as we continued to expand the sourcing of these innovative materials, our use of recycled metals in personal systems products increased by 24% compared with 2024.

The metals in our products are designed to be as recyclable as virgin metals through existing infrastructure and still meet our demanding industrial design requirements. To accelerate our progress, we recently introduced 50% recycled steel to selected parts in our home InkJet printers. This material is created using electric arc furnace (EAF) technology, which enables the use of renewable energy.

We are also working to increase the volume of recycled critical raw materials we use—the HP EliteBook 8 G1i 14-inch Notebook AI PC incorporates magnets made with 100% recycled rare earth elements. These efforts enable us to meet regulatory and market access requirements

and secure our supply of these important minerals. See [Responsible minerals](#). In 2025, we joined the Critical Minerals Forum, an organization working to build resilient and diversified supply chains by convening critical mineral stakeholders. Together, the initiative develops actionable supply and demand projections and provides a clearinghouse for expanded critical minerals supply chain projects.

Glass

We use glass in many of our products, including display panels, scanners, and as a filler to strengthen plastics, and we are working with our glass suppliers to increase recycled glass applications. As of 2025, all HP display panel glass, excluding OLED screens, incorporates at least 20% recycled glass.

837M+

pounds of recycled and renewable materials used in HP products and packaging in 2025³⁶

31%

of plastic across HP’s personal systems and print product portfolio is postconsumer recycled content plastic, with a total of 54,210 tonnes during 2025⁷



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - **Circularity**
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Renewable materials

HP continually explores the use of renewable materials in our products and packaging. We evaluate these materials against our sustainability criteria, including reviewing LCA data to fully understand their environmental and social impacts and confirming that they are less impactful than the materials being replaced.

We seek to protect ecosystems and resources and strive to ensure that our paper and fiber-based packaging is derived from recycled or renewable content. See [Nature, biodiversity, and ecosystems](#).

In our products, we have also used plastics that incorporate bio-feedstocks in place of fossil fuels. To be considered for use, those bio-feedstocks must be legal, and from renewable sources, without impacting regional food security, land use practices, or key ecosystems—as verified through a credible certification standard such as the [Roundtable on Sustainable Palm Oil](#) and the [Forest Stewardship Council®](#) (FSC®). Bio-feedstocks must also not impact the recyclability of plastic resins, so they can continue to cycle through the economy.

Packaging

HP’s packaging strategy centers on eliminating unnecessary and hard-to-recycle packaging material, using packaging materials with higher recycled and renewable content, and prioritizing easily recyclable packaging materials. Our fiber-based packaging is derived only from material that is recycled or certified.

For packaging at end of life, we offer take-back services and regularly update our [packaging recycling guide](#) to help consumers avoid sending packaging materials to landfill. We also continue to offer a compostability certificate for fiber-based packaging printed with HP PageWide C500. This certificate confirms that the ink will not compromise customers’ ability to compost packaging after use.

[Watch this video](#) to learn how HP is tackling the plastic packaging challenge, and learn about our work to protect [Nature, biodiversity, and ecosystems](#).

72%
reduction of single-use plastic packaging, from an average of 221 grams/unit in 2018³ to 61 grams/unit in 2025⁴

Repair, refurbish, and reuse

Keeping products in use is critical to accelerating the circular economy. We offer a wide range of reliable and flexible solutions to extend the life of our portfolio.

Repair

HP products are designed to be easily repairable, and we offer free service documentation, service options, and extended warranties for most HP products through [HP Care Pack Central](#). We support our customers to repair purchased products themselves or choose an HP repair service:

- **Parts reuse:** We recover and repair defective parts from HP support interventions to be reused as spare parts in product repair. In 2025, HP repaired 510,000 motherboards (63% of all motherboards used) as well as 66,100 LCDs (15% of all LCDs used).
- **Self-repair:** We have invested in improving our customers’ ability to successfully repair their own products. Our [Self Repair](#) website, [HP Support YouTube](#) channel, and our [Parts Store](#) offer support for product setup, troubleshooting, and repair.
- **HP Support Services:** For customers needing additional support, HP offers off-site and on-site support, with expert technicians providing device repair services with [HP Support Services](#).

4.7M

units of hardware repaired in 2025

Refurbish and reuse

By giving devices another life, HP’s solutions support the circular economy and help our customers reduce both costs and environmental impact. Through HP Solutions, we offer a continually evolving range of services, including:

- **Device Life Extension:** Prolongs device use through refurbishment, manages transitions within organizations, and helps reduce refresh cycles.
- **HP IT Asset Disposition (ITAD):** Available in 52 countries, ITAD provides compliant recovery of used devices, ensuring they are securely data-sanitized and prepared for reuse, and helps avoid e-waste.
- **HP Certified Refurbished Hardware:** We ensure quality through multiple inspection points and diagnosis through a customized HP UEFI tool, data wiping in compliance with the NIST standard and using only approved HP OEM parts. Through HP support services, we provide a one-year limited warranty. See our [technical white paper](#) to learn more.
- **Renew Program for Instant Ink:** A free add-on that provides eligible Instant Ink customers with refurbished HP ink cartridges as part of their standard subscription.³⁷



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - **Circularity**
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

– **Refurbished device donations:** Through [HP HOPE](#), we donate refurbished technology to YMCA. These devices, deployed among the hundreds of Digital Hubs, help advance our goal to unlock economic opportunity for disconnected communities. See [Technology accelerator](#).

To ensure that all refurbishment and reuse solutions meet HP standards for quality, vendors providing reuse, refurbishing, and remarketing services must follow the requirements of the [HP Hardware Reuse Standard](#). This includes compliance with the NIST SP 800-88 standard for media sanitization.

We are also creating synergies with leading organizations through the HP Certified Refurbished Licensing Partners (CRLP) to refurbish quality PCs, working only with Microsoft Authorized Refurbishers. We maintain systems to ensure continuous quality and deploy audits by HP engineers.

To promote transparency and drive social environmental standards in the electronics industry supply chain, we publish a [detailed list](#) of our reuse vendor sites, which is updated annually.

1.9M
units of electronic equipment
refurbished and reused in 2025

Recycling and e-waste

E-waste is one of the world's fastest-growing solid waste streams. To help address this issue, we aim to help our customers recycle hardware and supplies easily.

We focus on waste management across our value chain. When reuse and refurbishment are not viable, we provide product and printing supply recycling programs to our customers and engage closely with our suppliers to ensure responsible product and material disposal.

Our range of take-back programs enabled the recycling of 98,700 tonnes of HP hardware in 2025, and a total volume of 111,300 tonnes including supplies, with an overall recycling rate of 18%.³⁸ This enabled us to achieve our 2025 goal to recycle 1.2 million tonnes of hardware and supplies, starting in 2016.

1.21M
tonnes of hardware and supplies recycled
since the beginning of 2016

HP Planet Partners

When HP customers are done with their products and printing supplies, we enable their recycling through our [HP Planet Partners](#) program.

Hardware

We provide take-back programs in 77 countries and territories worldwide³⁹ to make it easy for customers to recycle their HP products at end of life. In addition, we recycle HP and non-HP hardware that cannot be economically repaired or reused across 67 countries and territories.³⁹ See our [Hardware Recycling](#) website for details.

Ink and toner cartridges

HP provides free and convenient ways to recycle used Original HP ink and toner cartridges and Samsung toner cartridges in 67 countries and territories.⁴⁰ This includes over 13,800 drop-off points as well as free pick-up and mail-back options available through the HP Planet Partners website.⁴¹

Through HP Planet Partners, we operate specialized recycling facilities in Germany and the United States to process returned ink cartridges. These facilities, which meet the requirements of ISO 14001 and ISO 9001, use advanced recovery processes to reclaim plastics that can be reintegrated into new HP products.⁴² In 2025, we invested further in these facilities to improve efficiency and environmental outcomes.

To expand opportunities for customers, in 2025 we joined the [Circular Planet](#) program. Available in Belgium, Germany, Italy, Luxembourg, the Netherlands, Switzerland, and the United Kingdom, the initiative enables the return of toner cartridges and other print consumables from a range of brands in a single collection. Through the Circular Planet portal, customers can register to receive a box and have it collected for free, making it easier to recycle and reducing emissions associated with transport by combining collections.

During 2025:

- 37.2 million HP print cartridges were returned through the HP Planet Partners recycling program
- 9,800 tonnes of Original HP and Samsung toner cartridges, and 1,200 tonnes of Original HP ink cartridges, were recycled
- 85% of Original HP and Samsung toner cartridge materials recovered were recycled and used in other products, and 0% went to landfill, and 68% of Original HP ink cartridge materials recovered were recycled and used in other products, and 0% went to landfill
- 1,600 tonnes of HP Indigo ink canisters and imaging oil were recycled



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - **Circularity**
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Extended producer responsibility

HP adheres to compliance systems to meet the producer responsibility requirements of the European Union (EU) Waste from Electrical and Electronic Equipment (WEEE) Directive⁴³ and end-of-life legal obligations in countries across regions in the Americas; Asia Pacific and Japan; and Europe, Middle East, and Africa.

To ensure compliance with the WEEE Directive, we mark all electrical and electronic equipment products with the crossed-out wheeled bin symbol and a producer identification mark. Additionally, we make available technical information—such as the disassembly instructions of our products to ease WEEE treatment and processing—to assist treatment and recycling.

The complexity of global packaging regulations continues to increase, placing significant pressure on companies to maintain compliance. These evolving requirements demand greater visibility and control across the entire supply chain to ensure packaging data is both available and accurate.

We offer responsible processing and recycling of batteries, packaging, and HP 3D consumables in many countries in accordance with extended producer responsibility principles through locally approved schemes. [Learn more.](#)

Product reuse and recycling vendor audits

Our specialized reuse and recycling vendors are required to follow specific processing techniques and comply fully with relevant regulations. We encourage our vendors to attain third-party certification (R2, e-Stewards, or WEEELABEX) in line with EPEAT® and HP Recycling Standards. We also commission third-party audits to monitor vendor conformance with our high standards and ensure that returned items are processed appropriately. We contract with an independent third party to audit vendors.

Using a risk-based prioritization approach, vendors are audited every three years for conformance to our policies. They are assessed on environmental, health, and safety (EHS) practices and performance, and audits are designed to ensure there is no release of materials to facilities outside our approved vendor network. HP audited 41 vendor facilities in 19 countries during 2025, representing 47% of reuse vendor facilities and 42% of recycling vendor facilities. This total included repeat audits of 32 vendor facilities to evaluate their efforts to improve performance, with Corrective Action Plans required within 30 days and issues resolved within 90 days. See [Supplier audits and specialized assessments](#) for more detail.

Sites audited for the first time accounted for 13% of major nonconformances, highlighting the importance of early engagement. Through initial audits and follow-up support, HP shared best practices and corrective action guidance with vendors, enabling performance improvements. We have closed investigations for 85% of the major nonconformances identified in 2025. All sites with major nonconformances will be re-audited the following year to determine whether improvements are sustained. Immediate priority findings⁴⁴ are the

most serious type of vendor nonconformance and require immediate action. During site audits in 2025, no immediate priority findings were identified at recycling vendor sites upon re-audit. In all cases, we worked closely with the vendor to resolve and close the findings, underscoring the importance of revisiting these vendor locations the following year to confirm closure is sustained. [Read a statement from Environmental Resources Management](#)

Reuse and recycling vendor audits

	2023	2024	2025
Initial audits	11	18	9
Repeat audits	19	14	32
Countries	19	19	19
Major nonconformances identified	22	46	52
Major nonconformances resolved	100%	93%	85%
Immediate priority findings	0	0	0

Categories of major nonconformance (percentage of total)

	2023	2024	2025
Health and safety	41%	26%	21%
Environment	23%	13%	17%
Hazardous substance/emergency response	5%	24%	23%
Insurance	0%	7%	12%
Subvendor use and audits	9%	0%	4%
Other*	22%	30%	23%

* Includes site security and controls, management systems, labor, data destruction, transboundary shipments, and approved dispositions of processed materials. Findings related to data destruction were limited gaps in processes, not breaches of data security.



Data privacy, security, and accessibility

- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix





- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - **Product safety**
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Product safety

We are committed to providing devices that are safe for their intended use and that comply with applicable government regulations.

All HP-brand electrical devices undergo evaluations and testing to ensure that they meet our safety standards, consistent with [HP's Safe & Legal Product](#) requirements, which outline relevant internal and international safety standards. We continually evaluate our products to identify and implement opportunities for ongoing improvement.

Additionally, we share extensive device safety information online to support customers' informed purchasing decisions. View [Declarations of Conformity](#) for EU and UK requirements, as well as certifications for other locations. The [HP Sustainability and Compliance Center](#) can also be contacted regarding declarations for other countries.

[Safety data sheets](#) are available for HP-formulated products, including inks, toners, batteries, and 3D printing materials and agents. The information includes physical, chemical, and toxicological properties, regulatory details, and recommendations for safe handling. Many HP products also qualify for [ecolabels and other certifications](#) that cover health and safety.

Safety across HP printing

Original HP ink and toner cartridges are designed and tested for indoor air quality. We voluntarily design and test our printing systems⁴⁵ to meet Blue Angel and EPEAT® indoor air quality emission standards.

Home and office printing solutions

In 2025, HP commissioned the Fraunhofer Institute's Wilhelm-Klauditz-Institut (WKI) to perform studies that tested the emission rates of volatile organic compounds. The WKI examined 42 non-HP toner cartridges sold as alternatives for popular HP printers. These tests were carried out in compliance with Blue Angel DE-UZ 219 and conducted on cartridges sold in North America; Latin America; Europe, Middle East, and Africa; and Asia Pacific and Japan regions. The study found that nearly 74% of non-HP toner cartridges failed Blue Angel emissions criteria and may therefore contribute to poor indoor air quality.⁴⁶

Large-format printing

HP Latex Inks consist of up to 65% water and are designed to avoid the hazards associated with alternative inks. They contain zero hazardous air pollutants,⁴⁷ are nonflammable and noncombustible,⁴⁸ and avoid problematic reactive monomer chemistry.⁴⁹

For our textile-printing solutions, which include HP Stitch printers, HP conducts a hazard and regulatory assessment for each substance in the ink formulation to determine its suitability for the application. We also obtain the ECO PASSPORT by OEKO-TEX®, an independent safety certification for chemicals and colorants used in the manufacturing of textiles, which supports customers who wish to obtain the OEKO-TEX STANDARD 100 certification for their textile products.

HP large-format printers and plotters are used by print service providers, designers, architects, engineers, and construction professionals to produce large-scale graphics, signage, posters, and

technical drawings. These solutions support both creative visual applications and precise technical workflows across commercial, design, and construction environments.

Industrial print

Our industrial presses enable print service providers to produce product labels and packaging for a wide range of products. We incorporate relevant food-contact material regulations, industry guidance, and brand requirements into our formulation qualification process. These steps support a variety of food packaging-printing solutions offered by our Indigo, PageWide Industrial, and Specialty Printing Systems technologies. Whenever possible, we strive to formulate with chemicals previously evaluated and deemed suitable for use in food packaging-printing applications.

3D printing

For our 3D printing solutions, we conduct a hazard and regulatory assessment for each substance in the fusing and detailing agent formulations to meet worldwide regulatory requirements and address a broad range of health and environmental considerations.

To help meet customers' sustainability requirements, we also review formulations against restricted substances lists as required by individual customers. HP 3D printing materials HP 3D HR PA 11, HP CB PA 12, HP 3D HR PA 12 enabled by Evonik, HP 3D HR PA 12 W, HP 3D PA 12 S enabled by Arkema, HP 3D HR PA 12 GB, HP 3D HR PP enabled by BASF, and HP 3D HR TPA enabled by Evonik, as well as the corresponding HP 3D 600/700/710 and HP 3D 710R/710W Fusing and Detailing Agents, have been tested for regulated heavy metals, phthalates, and bisphenol A.





- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - **Privacy**
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Privacy

Privacy is a fundamental human right that is crucial to our customers, employees, and partners worldwide.

We build privacy, security, and data protection into the design and development of our hardware, solutions, and operations. This commitment is a critical pillar of brand trust and a competitive advantage in an era of accelerated innovation, global data and AI proliferation, and fast-changing regulatory frameworks.

Policies and standards

We strive to provide protections that exceed legal minimums across our operations, inspiring employee, customer, and partner confidence when sharing personal data with us and when using our portfolio.

Our rigorous policies, standards, controls, and governance are designed to keep personal data safe and respect privacy. Our measures include:

– **Privacy statements:** HP's [Global Privacy Statement](#) describes privacy principles and practices as well as users' choices and rights related to personal data. This includes committing to only processing personal data for the purposes described at the time of collection or for additional compatible purposes in accordance with local law. We do not use personal data for secondary incompatible purposes. See HP's [U.S. Privacy Statement](#).

– **Internal policies and standards:** We maintain internal policies and standards that align with international data protection and privacy principles, covering the data life cycle. To meet the requirements of changing regulations and evolving circumstances, we continually strengthen privacy protections—implementing enhanced internal policies and procedures to address our obligations as a data controller and processor, and ensuring that data subject rights are respected. As required by law or regulation, all third parties, including suppliers, are obligated by contract to provide equivalent levels of protection and to follow our privacy policies and practices for handling personal data.

– **Privacy policies:** Our privacy policies, which are embedded in group-wide risk/compliance management through a Compliance Assessment Program, are designed to prevent, mitigate, and remediate all compliance-related business impacts. The risks identified through the program are integrated into our Trust and Privacy Organization process for conducting internal and external audits of privacy policy compliance. The Trust and Privacy Organization works closely with appointed privacy leads in business teams and with the company's Cybersecurity Organization.

– **Privacy controls framework:** Consisting of more than 100 activities related to data protection compliance, our privacy controls framework is the core of our privacy and data protection program. It includes comprehensive internal policies, employee training, assurance and risk mitigation, an incident management process, privacy certifications, information security controls, and defined supplier contractual terms and assessment for privacy and security compliance.

– **Data protection officer:** Alongside our Trust and Privacy Organization, a dedicated data protection officer provides oversight and leadership of compliance and the safeguarding of personal data.

– **Binding Corporate Rules:** Our [Binding Corporate Rules](#) (BCRs), which have been approved by the data protection authorities of most European Economic Area countries and the UK, are intended to provide adequate guarantees that the personal data of HP employees, suppliers, and customers are safeguarded when being transferred to any HP-affiliated company.

– **Health Insurance Portability and Accountability Act (HIPAA):** The Trust and Privacy Organization's HIPAA Compliance Team oversees compliance with HIPAA when triggered by our internal and external activities as a company.

In 2025, HP employees were required to complete our privacy principles training. For the third year in a row, 99% of employees completed the course during the four-week campaign. This training is intended to reinforce HP's privacy and data protection principles and ensure that employees understand how to respect and protect the privacy of customers, employees, and partners. During the year, we also offered access to online courses that provide additional topic- and role-based training opportunities.

In response to new data protection laws and regulations around the world, we must continually evolve our operations to comply with new requirements. We continue to see an increased emphasis on data processing transparency, consent, and individual data rights. To address these changes, HP invested time and effort to establish a more streamlined approach to thoughtfully operationalize applicable legal requirements in 2025.

As we continue our digital transformation journey, we focus on personal data governance and developing capabilities through technology to better manage our data ecosystem and user experiences. Additional information on privacy can be found on [our website](#).

99%

of HP employees completed our privacy principles training during the four-week campaign in 2025



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - Data privacy, security, and accessibility**
 - Product safety
 - Privacy**
 - Cybersecurity
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Global standards and government access requests

As legislation continues to evolve, our Privacy Policy & Strategy Team works with governments worldwide to develop robust and globally interoperable privacy and data transfer frameworks.

HP relies on lawful mechanisms for data transfer to enable the movement of data across jurisdictions, and we include a description of the transfer mechanisms we use in the [HP Global Privacy Statement](#).

In 2025, HP informed the European Union Data Protection Authorities of annual changes made to our BCRs, which were approved. In addition, HP sent an annual report to the UK Information Commissioner's Office (ICO), which recognizes them as a valid mechanism for transfers of UK residents' personal data outside of the UK.

We maintain a process to handle and document government access requests (GARs) for personal data. Under this process, our privacy counsel reviews and recommends how to address such requests in accordance with legal requirements. Ultimately, the data protection officer approves requests as appropriate and in accordance with HP's BCRs.

Per HP's commitment to privacy and transparency, this report provides information on GARs received in 2025.

Government access requests by type

	2023	2024	2025
Total requests*	58	56	75
Data provided	48	33	65
Cross-border request	3	0	0
National request	45	33	65
Data not provided	10	23	10
No data available	7	22	10
Invalid request	3	1	0

* Types of requests include: law enforcement, tax, national security, police, and other lawful requests.

Complaints, breaches, and requests

HP complies with worldwide privacy and data breach notification laws and regulations, tracks the number of substantiated complaints from third parties and personal data requests made to HP by individuals, and maintains an internal incident-reporting and investigation process.

Once a potential breach of personal data is identified, a core team—including representatives from privacy, cybersecurity, legal, and communications—investigates, remediates, manages, and communicates about the breach, including any commercial or legal obligations to notify customers.

Privacy-related complaints, breaches, and requests*

	2023	2024	2025
Substantiated complaints regarding breaches of customer privacy and/or losses of customer data at HP			
Substantiated complaints from outside parties (including customers)	7	8	20
Substantiated complaints from regulatory or other official bodies	1	0	0
Data breaches (total)**	23	60	46
Data breaches (reportable)**	3	1	1
Data requests made to HP***			
Right to access/know (completed)	626	1,040	485
Right to access/know (invalid)±	319	460	322
Right to erasure/be forgotten (completed)	5,442	9,391	14,101
Right to erasure/be forgotten (invalid)±	1,939	2,875	4,961

* Breaches of customer privacy cover any nonconformance with existing legal regulations and voluntary standards regarding the protection of customer privacy related to personal data for which HP is the data controller. Substantiated complaints are complaints lodged with the organization that have been recognized as legitimate. These can include written statements addressed to the organization by regulatory or similar official bodies that identify breaches of customer privacy.

** Reportable data breaches are those that are required to be reported by applicable laws and regulations. The majority of total data breaches were caused by human error or technical glitches and not by a failure of the security infrastructure of our products or services.

*** These data relate to requests made to HP by individuals globally. The average time taken to respond to right to access/know requests and right to erasure/be forgotten requests in 2025 was 13 days.

± Invalid requests may result from the following: lack of response, inability to verify identity of the requester, no data found, customers changing their mind, incompatible requests (non-privacy related), or duplicate requests.

In 2025, we recorded a decrease in the number of breaches reported. Similar to 2024, the amount and type of personal data compromised were minimal—mainly related to emails—and therefore represented a low risk to data subjects. This information helped us identify teams that required better privacy awareness and needed to implement corrective measures. During 2025, we also registered a growth in requests for data deletion, driven by increasing customer awareness of their rights and ways to exercise them.

As user awareness and empowerment regarding their privacy rights increase, so does our overall case volume. However, due to the maturity of our Privacy Intake process, we continue to be able to demonstrate our operational efficiency by handling cases without compromising our quality or response time. Additionally, our completed/rejected ratio remained at an acceptable level, and most cases in this category related to failed identity authentication, which is the first step of our process.



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - **Cybersecurity**
 - Product, solutions, and services security
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Cybersecurity

Cybersecurity is a foundational element of HP's ongoing digital transformation and is a priority for us, our businesses, and stakeholders.

We integrate cybersecurity throughout the value chain, including the design, development, and delivery of the majority of our products, services, solutions, and operations. By strengthening our business model resilience, we strive to prevent cybersecurity incidents. If issues arise, we act quickly to detect and resolve them, protecting individuals, data, customers, and HP.

Policies and standards

HP maintains rigorous cybersecurity policies, standards, and procedures to ensure that customers, employees, and partners can share data with confidence. The HP Cybersecurity Policy Suite establishes our company framework, guides governance, and supports company-wide cybersecurity. We regularly update our policies and standards to address the latest technological advancements, emerging threat landscape, and regulatory changes.

We educate HP employees annually about our cybersecurity policies and standards and new practices. We also conduct awareness and phishing campaigns throughout the year, including during Cybersecurity Awareness Month each October.

Cybersecurity Organization

Our Cybersecurity Organization, led by HP's chief information security officer, enforces governance, streamlines processes, allocates resources, and fosters partnerships with IT vendors. These actions detect and block unauthorized access, security threats, and cyberattacks. The Organization also manages incident response, vulnerability management, and risk mitigation programs company-wide.

Our cybersecurity processes strengthen security across the enterprise and product portfolio, fostering collaboration to ensure comprehensive protection and resilience. Our priorities include:

- Conducting risk assessments, establishing baselines, and creating cybersecurity roadmaps for HP
- Driving alignment with regulatory and compliance requirements, including the Payment Card Industry Data Security Standard, industry-standard frameworks such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) 2.0, ISO 27001:2022, and various other privacy laws
- Facilitating and participating in cybersecurity incident response and cybersecurity events as needed and as requested
- Collaborating with HP's printing business units on our Private Bug Bounty program

Certification, audits, and assessments

The Cybersecurity Organization also drives cybersecurity Third-Party Risk Assessment (TPRA) as part of our cybersecurity third-party risk management program.

Our risk-based Information Security Management System (ISMS) maintained ISO/International Electrotechnical Commission (IEC) 27001 certification in 2025, providing assurance that HP meets the international standard for information systems security. Every year, we commission external, independent assessors to assess the cybersecurity program based on the NIST CSF 2.0. Details on the certification of HP services and systems to recognized industry standards can be found on [our website](#), and include:

- ISO/IEC 27001:2022 Information Security Management certification
- ISO/IEC 20243:2018 Supply Chain Security certification
- System and Organization Controls (SOC 2) Type II and SOC 3
- Secure Development Practices Assessment Certification (SD-PAC)

HP has completed self-certification under the EU-U.S. [Data Privacy Framework](#) (DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. DPF, as set forth by the U.S. Department of Commerce.

Incident response

We employ formal processes to quickly detect, respond to, contain, eradicate, and recover from cybersecurity incidents. When a potential incident is identified, a core team is responsible for managing the incident, including any commercial or legal obligations to notify the impacted parties and/or make required regulatory filings. If the cybersecurity incident involves personal data, HP's Trust and Privacy Organization is also engaged.

Vulnerability disclosure

HP's online Security Bulletins support our commitment by providing prompt notifications and remediation for vulnerabilities affecting our products, services, and solutions.



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - **Product, solutions, and services security**
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Product, solutions, and services security

Across personal systems, printing solutions, supplies, and services, we integrate security into product design, manufacturing, deployment, and life cycle management to help customers operate with confidence in an evolving threat environment.

Governance, transparency, and accountability

HP's security strategy is overseen by executive leadership who consider real-world threat intelligence and evolving customer needs to inform their guidance.

To support ongoing improvement, we continuously test and validate our security measures through threat modeling, penetration testing, automated code scanning, threat research, and industry-leading bug bounty programs that cover personal systems, printers, and supplies.

We also work with researchers and partners to investigate, remediate, and responsibly disclose vulnerabilities, guided by our Coordinated Vulnerability Disclosure approach.

Preparing for emerging and long-term risks

We take a forward-looking approach to security. With artificial intelligence and quantum computing advances introducing new cyber threats, we continue to evolve our cryptographic and platform security architecture.

This includes incorporating post-quantum-ready cryptographic capabilities into device hardware and firmware to help protect long-term device integrity and data protection. This forward-looking approach helps customers extend the usable life of their technology investments and reduces future security-related disruptions.

Designing for security

Across our portfolio, we apply security-by-design and privacy-by-design principles. From silicon and firmware to software, services, and life cycle operations, we embed protection, detection, and automated recovery capabilities directly into devices—rather than relying solely on software overlays.

This approach enables independent, auditable security controls that operate continuously, even during advanced or previously unknown attacks. By building security into the foundation of our products, HP helps customers reduce systemic risk while minimizing operational complexity and environmental impact associated with remediation, re-imaging, or premature device replacement.

HP personal systems, printers, and supplies are engineered with hardware-enforced protections that strengthen system integrity and device resilience across their life cycles. For example:

- Personal systems incorporate hardware-enforced protection that begins in silicon, with the Endpoint Security Controller, and extends through firmware and basic input/output system (BIOS) protections. Capabilities like self-healing BIOS, operating system resilience, and always-connected manageability help ensure devices recover quickly from disruptions, protect sensitive data, and remain operational over extended service lives.
- Printing solutions are designed to meet or exceed NIST platform firmware resilience guidelines, with always-on protection that spans the device life cycle and embedded security measures that continuously monitor firmware integrity, memory behavior, and network activity. Devices can automatically detect and recover from attacks, supporting availability without manual intervention.
- Supplies such as Original HP cartridges include tamper-resistant, proprietary firmware built on top of state-of-the-art secure microcontrollers. These help prevent modification and reduce the risk of malicious code entering device ecosystems. HP's secure microcontrollers are manufactured in Evaluation Assurance Level (EAL) EAL5+ certified facilities, and our smart card technology allows a secure transaction between the printer and the cartridge.

By strengthening reliability and recoverability at the device level, HP security contributes to IT operations, reduced downtime, and optimized asset utilization.

Visibility, control, and resilience at scale

HP provides policy-based tools and services that give IT teams visibility and control across distributed fleets of printers and PCs. Centralized security management enables organizations to:

- Enforce and assess security policies consistently
- Identify configuration drift and firmware vulnerabilities
- Apply device identities and certificates
- Remediate risks quickly across entire fleets

HP professional security services extend this capability, combining credentialed security experts with print and PC specialists to assess environments, support compliance, and guide customers through security planning, deployment, and ongoing optimization.

Certifications for HP security include ISO 27001, 27701, and SOC 2, among many others that can be viewed [online](#).



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - **Product, solutions, and services security**
 - Accessibility
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix

Enabling resilient business outcomes

Our security approach supports customers' long-term goals by enabling:

- Operational continuity and system availability, reducing disruptive incidents and waste
- Efficient IT operations through automation and centralized security management
- Device longevity and asset reuse, supported by secure recovery and redeployment capabilities
- Cyber-risk management and compliance across product life cycles and global deployments

Supply chain security

HP applies defense-in-depth across sourcing, manufacturing, distribution, renew, reuse, and recycling activities to help ensure product integrity from origin to end of life. Suppliers and manufacturing partners are held to HP cybersecurity standards, which align with ISO 27001, NIST 800-161, and industry logistics security frameworks.

We safeguard products during production and transport through secure installation processes, validation checks, tamper-evident packaging, GPS-tracked logistics, and controlled storage environments. To further protect customers, we enforce a Product Cybersecurity Standard for Suppliers and use cryptographic platform certificates to validate system and component integrity, helping defend against counterfeit parts, malware, and tampering.

Our ISO/IEC 20243 certification for enterprise printers and Original HP cartridges, which we have maintained since 2021, reflects our ongoing commitment to secure and responsible supply chain practices.





Accessibility

An estimated 1.3 billion people—about 16% of the global population—currently experience significant disability.⁵⁰ HP believes that while accessible technology is necessary for some, it benefits all.

Removing barriers that otherwise prohibit people with disabilities from engaging as dignified, independent, equal, and active members of our communities is critical for society and business to thrive, and we are investing in accelerating equality and the dignity of all persons in pursuit of that goal. We are committed to delivering innovative technology that is beneficial to the widest range of people possible.

Embedding accessibility into product design

Accessibility is fundamental to inclusive design, ensuring ease of use, choice of interaction, and productivity for everyone, not just as an add-on for select individuals. The [HP Hardware Accessibility Testing Guide](#) details how we test products and services for accessibility and transparently communicate the results in our conformance reports. We voluntarily share this information to help advance a broader industry conversation about best testing practices in support of more accessible products.

We welcome opportunities to incorporate feedback from the global disability community into our accessibility program. For example, our dedicated Accessibility Customer Support Team provides technical support assistance for people with disabilities or age-related limitations in North America, including through a [contact form](#). See our [Accessibility at HP](#) website for more details.



- Introduction
- Sustainability Strategy
- **Empower Customer Sustainability**
 - Overview
 - **Purposeful innovation**
 - Life cycle assessment
 - Ecolabels and certifications
 - Energy efficiency
 - Circularity
 - **Data privacy, security, and accessibility**
 - Product safety
 - Privacy
 - Cybersecurity
 - Product, solutions, and services security
 - **Accessibility**
- Transform HP's Value Chain
- Advance Societal Impact
- Appendix



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Transform HP's Value Chain

Across HP's global operations and value chain, we are committed to innovating for performance and resilience and acting with integrity in everything we do.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Overview

ABOUT

We have reduced our total carbon footprint by 28% since 2019 and are pursuing net zero emissions by 2040. Because most of our emissions occur in the value chain, we engage extensively with our suppliers—who are vital partners on this journey.

To get there, we develop innovative energy-efficiency projects, carefully manage our water use, and invest in forests. These efforts are important to the long-term resilience and success of our business.

Integrity is at the heart of HP's culture. We expect everyone who works at or with HP to act with integrity, operating to the highest ethical standards and treating others fairly. We maintain an uncompromising stance on human rights and adopt policies that advance dignity and respect. We engage closely with our suppliers and partners, using our scope and scale to drive progress across the industry.

HOW

Reduce HP value chain GHG emissions by 50% by 2030 (compared with 2019), and achieve net zero emissions by 2040¹⁰

Use 100% renewable electricity in our operations by 2040

PROGRESS

Our carbon footprint was 16.4 million tonnes of CO₂e in 2025, 28% lower than our 2019 baseline

We procured and generated 313,300 MWh of renewable electricity and attributes in 2025, 66% toward our goal

HIGHLIGHTS

660K+

acres of forest conserved through HP's investments since 2020. [Learn more.](#)

20%

of first-tier production supplier and product transportation-related GHG emissions intensity reduction, compared with 2015. [Learn more.](#)

2.47M

tonnes of CO₂e emissions avoided by HP's supply chain partners between 2010 and 2024.⁶ [Learn more.](#)

580K+

supplier workers covered by HP's social and environmental audits in 2025. [Learn more.](#)



Climate resilience

- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
 - Advance Societal Impact
 - Appendix





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Climate resilience

In pursuit of business resilience, HP has a long record of climate action. We are proud that, since 2019, we have reduced our total carbon footprint by over 28%.

In 2008, we became the first global IT company to publish a full carbon footprint covering our entire global value chain—and we continue to disclose extensive information about our impacts. We continually measure and manage our environmental footprint, including emissions from operations, product manufacturing and distribution, and the use of our products by millions of customers worldwide.

Since the manufacturing, delivery, and use of HP products and solutions represent a large proportion of our total carbon footprint, we use life cycle assessments to identify ways to reduce those impacts and inform our approach to circular design, resource efficiency, and collaboration with our suppliers. And, as AI use increases, device energy efficiency, renewable energy, and circularity will become increasingly important to managing our carbon footprint for greater business resilience.

Climate-related risk

The management of climate-related risks and opportunities is of growing importance to HP and our stakeholders, including governments.

For more information on our enterprise-wide statement on the management of climate-related risks and opportunities for 2025, see our Non-Financial and Sustainability Information Statement in the Strategic Report for HP Inc. UK Ltd.

Science-based targets

A key part of our climate strategy is our path to net zero through science-based targets. Science-based targets provide a vital framework to guide our emissions reduction efforts, ensuring our approach aligns with climate science to achieve meaningful and measurable progress.

In 2024, we secured validation of our long-term target through the Science Based Targets initiative (SBTi), building on our existing validated near-term and overall net zero targets. This milestone reaffirms our commitment to climate action and our ambition to help limit global warming to 1.5°C:

- Near-term target: Reduce absolute Scope 1, 2, and 3 GHG emissions 50% by FY30 from the FY19 base year.
- Long-term target: Reduce absolute Scope 1, 2, and 3 GHG emissions 90% by FY40 from the FY19 base year and reach net zero GHG emissions across the value chain by FY40.

Based on our emissions reduction performance and trajectory, we remain on track to achieve our near-term target by 2030.

2025 HP carbon footprint

Our carbon footprint covers our entire global value chain, including our supply chain,⁵¹ our operations, and our millions of customers around the world.

In 2025, our carbon footprint equaled 16.4 million tonnes of CO₂e, 28% less than in 2019. This included a 21% reduction in absolute GHG emissions related to product manufacturing.

Our supply chain accounts for 74% of our total emissions, so we prioritize engagement with our suppliers and encourage them to address their own impacts, such as by purchasing renewable electricity and setting science-based targets.

Energy consumed during product use is a significant contributor to our carbon and water footprints. We aim to continually improve product energy efficiency and to design innovative service-based solutions that help customers reduce their environmental impact. In 2025, product energy use generated 3.8 million tonnes of CO₂e, accounting for 23% of our total carbon footprint.

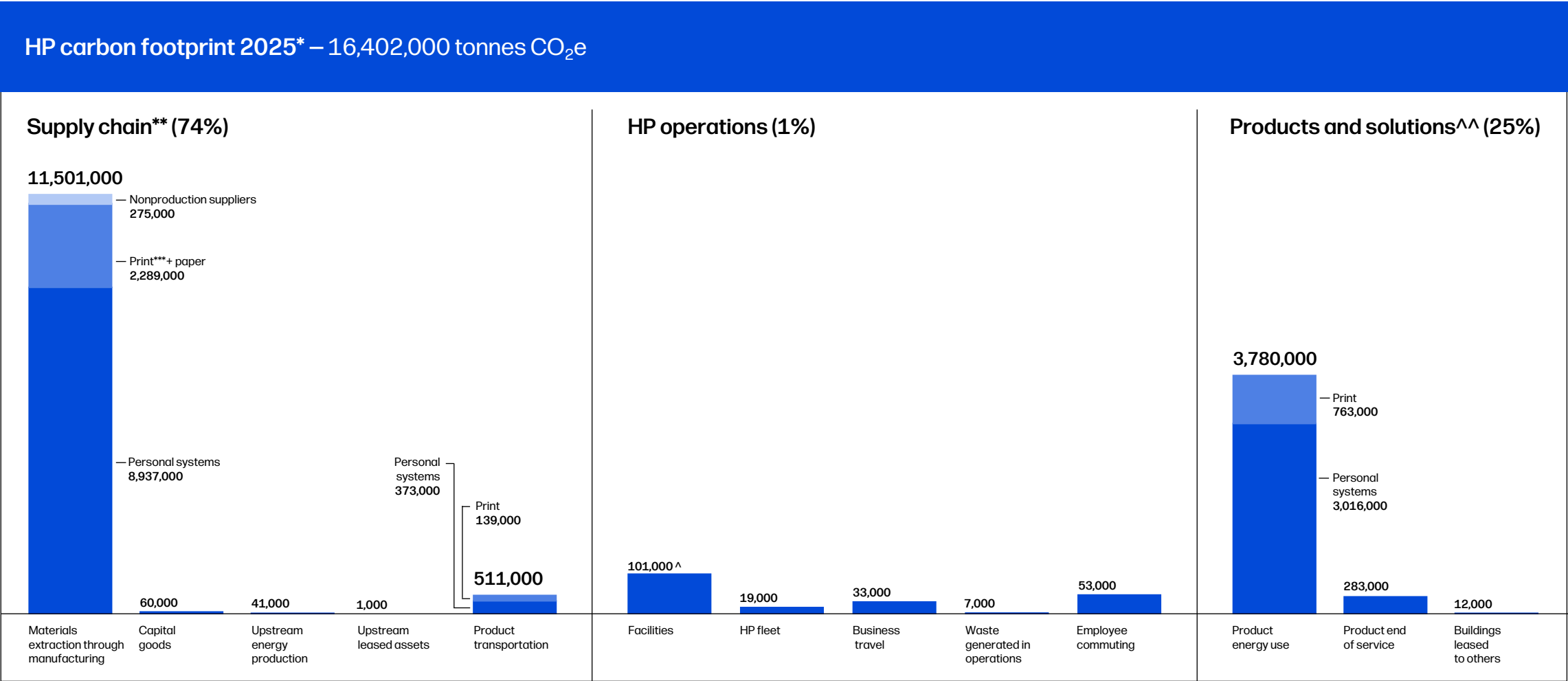
While emissions from HP operations represent only 1% of our footprint, we work to demonstrate leadership in emissions management, reduction, and disclosure. Our global operations produced 120,500 tonnes of Scope 1 and Scope 2 CO₂e emissions during 2025, a 5.6% decrease compared with 2024.

We regularly update our methodology to improve the accuracy of our carbon footprint calculations. For information about updates in 2025, see Data.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - **Climate resilience**
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix



* In some cases, segments do not add up to total due to rounding.

** Supply chain includes Scope 3 upstream emissions. Product transportation includes upstream (to suppliers) and downstream (to customers). HP operations includes Scope 1, 2, and 3 emissions. Products and solutions includes Scope 3 downstream emissions. Percentages do not add up to 100% due to rounding.

*** Includes HP-brand printer and copier paper sold, which represents 1% of our carbon footprint.

^ Calculated according to the market-based methodology.

^^ Category 15–Investments is collected from ESG reports of HP independent subsidiaries. At the time of publication, these reports were not available to calculate 2025 value. This value will be restated in the next report cycle.

See also:

- Description of our methodology in the [HP Carbon Accounting Manual](#)⁵²
- [Full carbon footprint data](#) for 2023–2025 (including by Scope 1, 2, and 3)
- GHG emission reduction initiatives across our business: [Supply chain](#), [HP operations](#), [Energy efficiency](#), and [Materials](#)
- [HP's CDP Climate Change response submitted in 2025](#)⁵³



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - **Climate resilience**
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Path to net zero emissions by 2040

Across our value chain, we are developing and implementing GHG emissions reduction strategies to achieve our science-based targets and reach net zero.

We aim to achieve business growth while lowering emissions and minimizing resource use through innovative solutions, adopting more circular product design, and transformative business models that aim to extend device life and promote reuse.

In 2025, we developed a new decarbonization model to support our climate transition plan by providing a more detailed analysis of the pathways to achieve our 2030 and 2040 goals. The model identifies the key actions and levers across our operations, supply chain, product design, and logistics that collectively will enable our net zero ambition. In line with the SBTi Net Zero Standard, we plan to neutralize the remaining residual emissions through verified carbon removals to reach net zero.

Supply chain

Our suppliers are critical partners, and we engage closely with them to raise standards and help align their actions with our ambition by:

- Requiring suppliers to commit to using 100% renewable electricity, where feasible, for HP production by 2040
- Requiring suppliers to set GHG reduction targets, where feasible, and report progress
- Including sustainability metrics in our Supplier Performance Business Review Scorecards to drive performance

- Working with logistics suppliers to better understand their transition to lower-carbon transport fuels and modalities
- Engaging our customers to discuss modal shifts to lower-carbon transport for less urgent orders

HP operations

At HP sites around the world, we are acting to reduce our GHG emissions through company-wide initiatives and site improvements, such as:

- Reducing energy consumption through optimization and efficiency projects
- Increasing off-site renewable energy partnerships and on-site renewable electricity generation
- Transitioning service and logistics fleets to electric vehicles where feasible

Products and solutions

By shifting toward circular product design and introducing new service models, we are reducing the environmental impact of our portfolio by:

- Improving energy efficiency and designing for durability and longevity
- Increasing use of recycled materials and renewable materials
- Offering life cycle and renew services to keep products in use longer and launching “as-a-service” models such as Instant Ink, HP All-In Plan, and Managed Device Services
- Providing take-back and recovery programs such as HP IT Asset Disposition (ITAD)

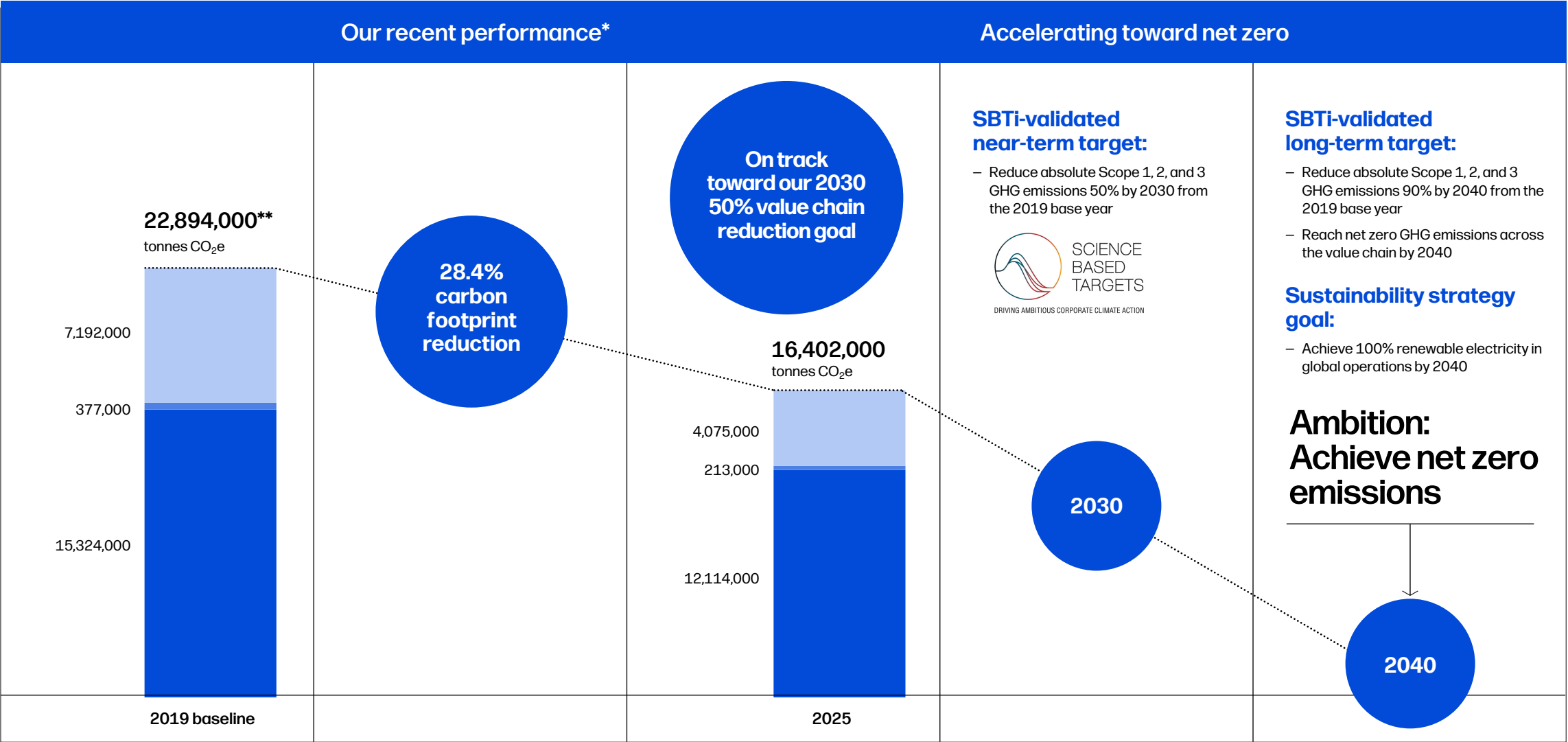




- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Our net zero ambition roadmap

Key: GHG emissions reduction guideline ● Supply chain ● HP operations ● Products and solutions



* "Supply chain" includes Scope 3 upstream emissions. "HP operations" includes Scope 1 and 2, and some Scope 3 emissions. "Products and solutions" includes Scope 3 downstream emissions. See [Data](#) for details.
** In some cases, segments do not add up to total due to rounding.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Supply chain

Our suppliers are essential partners on our journey to net zero.

In 2008, HP was the first global IT company to publish aggregated supply chain GHG emissions data, and we continue to drive progress to decarbonize our value chain. We collaborate closely with our production and nonproduction suppliers to strengthen their environmental initiatives, accelerate progress, and ensure transparent reporting, focusing on GHG emissions, energy use, and water withdrawal.

In 2025, we celebrated achieving two of our goals for decarbonization, with our supply chain partnerships enabling the avoidance of 2.47 million tonnes of CO₂e emissions since 2010,⁶ and reducing our first-tier production supplier and product transportation GHG emissions intensity by 20%, compared to 2015.

Through our CDP (formerly Carbon Disclosure Project) Supply Chain membership, we request that 98% of our production suppliers by spend, along with key strategic nonproduction suppliers, provide detailed qualitative and quantitative information on their environmental management practices and impacts. This includes data on GHG emissions and reduction targets, total and renewable energy usage, water withdrawal, climate- and water-related risks, and governance structures.

We support suppliers by sharing best practices, setting clear expectations, and providing resources for adopting cleaner technologies. Our [Supplier Social and Environmental Responsibility Requirements](#), which include our [Supplier Code of Conduct](#) (SCoC) and [General Specification for the Environment](#) (GSE), outline our expectations for suppliers that we contract with. Environmental performance, as measured by our Supplier Scorecard, is a key component of regular business reviews with our suppliers and is deeply integrated into our procurement management process.

We collaborate with the Responsible Business Alliance (RBA) to enhance its [industry-wide Code of Conduct](#), which helps to elevate standards across IT supply chains and also forms the basis of our own SCoC. Our SCoC encompasses environmental provisions covering permits and reporting, pollution prevention, waste reduction, hazardous substances, water management, air emissions, and energy and GHG emissions reduction. We enforce these standards through the RBA Validated Assessment Program and our internal [assurance and audit processes](#). Suppliers and their subcontractors are also required to acknowledge and implement the SCoC, encouraging a cascading effect throughout the supply chain.

20%

reduction in first-tier production
supplier and product transportation-
related GHG emissions intensity,
compared to 2015⁸

2.47M

tonnes of CO₂e emissions
avoided by suppliers through
2024, since 2010⁶

Production suppliers

Our Supplier Scorecard is a key engagement tool designed to encourage our production suppliers to adopt environmental best practices. Through it, we set ambitious expectations, including:

- Current renewable electricity use, as well as future commitments
- GHG emissions performance reporting and science-based GHG emissions reduction targets
- Water use reporting and water quality targets
- Materials disclosure for HP product parts
- Transparency through CDP submissions

We deliver comprehensive training to communicate these expectations to a wide range of suppliers, including those responsible for final assembly, high-GHG-impact commodities, and the production of our personal systems, print hardware, and printing supplies. In 2025, we significantly expanded the number of suppliers in scope of the Scorecard, from approximately 314 to 478, with a focus on carbon footprint and renewable energy performance. We also use the Scorecard to drive performance related to human rights due diligence. See [Accelerating performance through the Supplier Scorecard](#).

Beyond our Scorecard, in 2025, we continued to deliver targeted training and engagement activities to build capability and encourage progress, including through:

- **Annual Supplier Summit:** Hosted by HP's senior leadership, this event convenes supplier executives and helps us communicate expectations and foster alignment on responsible sourcing and our environmental initiatives and objectives.
- **CDP disclosure and best practices webinar:** We collaborated with CDP to deliver online and recorded training aimed at helping HP suppliers understand our sustainability strategy goals, the CDP disclosure process, and expectations for climate change and water security reporting.
- **Renewable energy adoption:** In 2025, we prioritized action toward 100% renewable electricity use, especially for our supply chain in China. We also hosted a workshop for suppliers to share insights, HP's expectations, and our reporting requirements for renewable energy sourcing in our supply chain. Attended by 268 supplier representatives, these sessions provided an overview of HP's renewable electricity reporting requirements, accepted sourcing methods, and requirements aligned with industry standards. They also clarified our renewable energy targets and addressed a wide range of technical and practical topics to help advance renewable energy adoption in our supply chain.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

– **Supplier responsible sourcing workshops:** We hosted a session with our suppliers to share HP's sustainability objectives and highlight key priorities, such as reducing GHG emissions, increasing renewable electricity use, advancing water stewardship, and meeting reporting requirements.

– **The Catalyze program:** As a founding sponsor of Catalyze—led by Schneider Electric—we support collaboration to drive decarbonization of the semiconductor and IT supply chains. Through our participation, we support our own suppliers to commit to decarbonization and facilitate their access to collective buyer cohorts.

In 2024, 96% of HP's production suppliers, by spend, reported having GHG emissions reduction-related goals, with 52% validated by the SBTi and 7% assessed by HP.

By spend, 94% of our suppliers reported in 2024 that they are using renewable energy.

We estimate that, since 2010, production suppliers in China and Southeast Asia that participate in our energy efficiency program have avoided 2.47 million tonnes of CO₂e emissions and saved a cumulative 1.06 billion kWh (equivalent to US\$136 million) of electricity, including 280,000 tonnes of CO₂e emissions and 18.7 million kWh (US\$2.4 million) in 2024.

As a result, our combined efforts enabled us to achieve our goal to help suppliers cut two million tonnes of CO₂e emissions between 2010 and 2025.⁶

Through CDP, our production suppliers reported savings of 40 million tonnes of CO₂e and

US\$1.16 billion from reduction initiatives implemented in 2024—demonstrating the overall scale of GHG emissions reduction activities in our production supply chain, within and beyond HP's supplier engagement programs.

Product transportation

By optimizing our logistics network, we aim to improve efficiency, cut costs, and reduce environmental impacts. Our strategy focuses on:

- Consolidating shipments and streamlining routes
- Shipping directly to customers or local distribution centers
- Minimizing reliance on air freight

HP requires transportation suppliers to calculate GHG emissions for HP shipments using the Global Logistics Emissions Council (GLEC) Framework. This standardized approach ensures more accurate reporting with emission factors specific to transport modes and locations.

To further industry progress, we partner with the Smart Freight Centre and the U.S. Environmental Protection Agency's (EPA) SmartWay program. The EPA SmartWay program aims to improve road transportation efficiency and reduce GHG and other emissions for products shipped in the United States and Canada. The Smart Freight Centre is a global nonprofit organization dedicated to driving freight decarbonization through harmonized standards and industry collaboration.

In the United States and Canada, we prioritize SmartWay partners for truck shipments. We also collaborate with freight partners on the use of

lower-carbon fuels for ocean transport, and support the accelerated uptake of electric trucks and delivery vehicles, which is already improving emissions profiles in markets including the European Union, India, and the United States.

Nonproduction suppliers

We procure a wide variety of nonproduction goods and services essential to our operations, including staffing, business consulting, marketing, and travel.

Our engagement with indirect suppliers focuses on geographical and industry-specific risks, emphasizing collaboration to drive improvements. We require these suppliers to report on their environmental performance and initiatives through CDP, helping to ensure alignment with HP's climate goals. See [Data](#).





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

HP operations⁵⁴

In 2025, HP operations across 54 countries and 179 sites generated 120,500 tonnes of Scope 1 and 2 emissions.

This represents a 5.6% decrease from 2024, driven by increased renewable electricity produced on-site and procured. Emissions intensity decreased to 2.18 tonnes of CO₂e per million U.S. dollars of net revenue in 2025, an improvement of 8.5% from 2024.

Since most operational emissions relate to the energy used to power our facilities, our strategy to reduce operational emissions focuses on:

- Reducing energy consumption through efficiency initiatives
- Increasing on-site renewable energy generation
- Procuring more renewable energy from off-site sources

See our full [carbon footprint](#) for 2023–2025, the [HP Carbon Accounting Manual](#), and [HP's CDP Climate Change response](#) submitted in 2025.⁵³

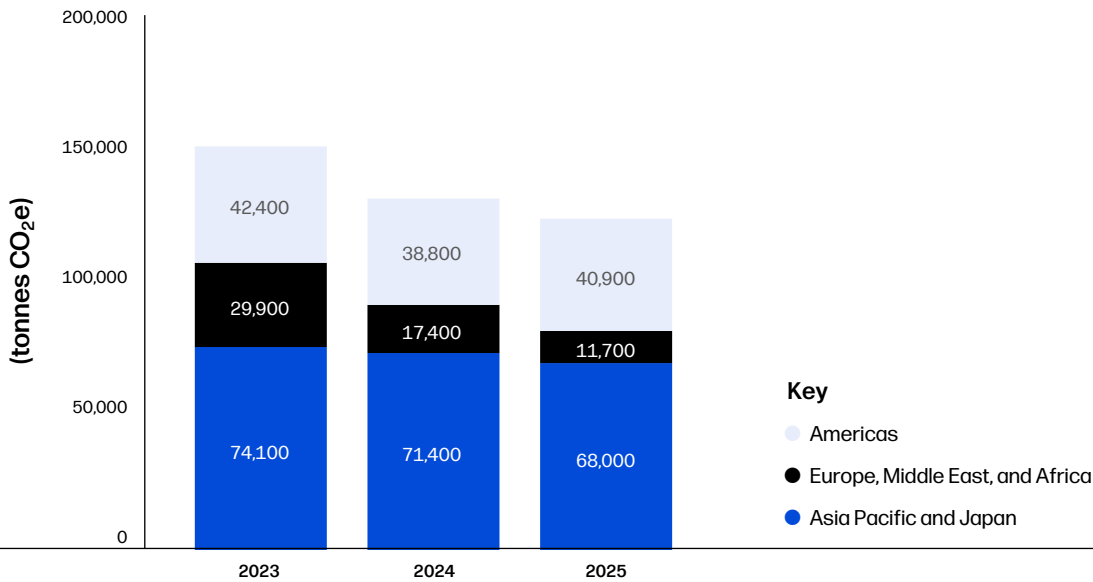
44%

reduction in Scope 1 and Scope 2 GHG emissions in our global operations since 2019

100%

renewable electricity used in our operations in the United States in 2025

Scope 1 and Scope 2 GHG emissions from operations





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Energy efficiency

Energy use is the main contributor to our operational emissions. To reduce this impact, we identify and invest in ways to improve energy efficiency at our sites and facilities around the world.

Our operations consumed 667,500 MWh of energy in 2025, 2% less than in 2024. This change was driven by energy conservation projects and reduced natural gas usage across the three regions: Americas; Asia Pacific and Japan; and Europe, Middle East, and Africa. Energy intensity⁵⁵ decreased by 5% in 2025 compared with 2024.

In 2025, we implemented a range of initiatives, including 25 energy conservation projects launched through our operational energy-efficiency program. We estimate these projects will reduce our annual energy consumption by approximately 7,880 MWh. Key projects included:

- **Corvallis, Oregon:** We replaced an inoperable chiller with a new high-efficiency variable frequency drive chiller, expected to save nearly 1.5 million kWh per year, equivalent to 1.2% of annual site consumption.
- **Socorro, Texas:** We replaced legacy metal halide warehouse lighting with new LED lighting equipped with occupancy sensors and photocells that allow for daylighting from the skylights. The project increased the average lighting level and is estimated to save nearly 1.4 million kWh per year, equivalent to 58% of the site's annual electricity consumption.

- **Seongnam Si, Gyeonggi-do, South Korea:** We implemented an inverter air compressor upgrade to support continuous operational demand and improve efficiency, which is expected to save 876 MWh annually.

Our global energy management program includes an annual budget to support our sites in implementing energy-saving projects. We also deploy site-specific energy management programs at certain major sites, such as the Strategic Energy Management program at our facility in Corvallis, Oregon, and ISO 50001 (energy management) certifications at two sites in Singapore and one site in China.

We also raise awareness of the importance of energy-efficiency initiatives and energy reduction strategies across our operations through periodic communications to our local teams.

For more information about how we are reducing GHG emissions across our value chain, see [Supply chain](#).

Energy use from operations (MWh)

	2023	2024	2025
Stationary combustion (natural gas and diesel)	142,100	117,200	114,300
Electricity*	501,300	479,500	472,800
Transportation fleet**	85,300	84,000	78,600
District cooling and heating (purchased)	1,200	1,700	1,700
Energy intensity (MWh/US\$ million of net revenue)***	13.6	12.7	12.1

* Includes purchased electricity and electricity generated on-site.
** Includes gasoline, diesel, and aviation jet fuel.
*** Historical energy-intensity values were calculated using HP's annual revenue as characterized in financial reporting and direct and indirect energy use.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Renewable energy

In 2025, we procured and generated 313,300 MWh of renewable electricity. In total, renewables accounted for 66% of our global electricity consumption—up from 62% in 2024. We also continued to achieve 100% renewable electricity in our operations in the United States.⁵⁶

In 2024, as a result of our efforts, we were included in the [Green Power Partnership Top 30 Tech & Telecom](#) list, which reflects the most recent year of available data.

Our sources of renewable electricity in 2025 included:

- 91% Renewable Energy Certificates (RECs), Guarantees of Origin (GOs), and International RECs (I-RECs)
- 5% green electricity contracts
- 4% renewable energy generated on-site and on-site Power Purchase Agreements (PPAs)

Following careful review, we have adjusted the timeline for our goal to achieve 100% renewable energy in our global operations from 2025 to 2040, with an interim objective of 75% by 2030. This change is driven by the uneven availability of qualifying renewable energy in the locations where HP operates and structural constraints that limit viable pathways in certain regions. [See HP climate change actions](#). We remain committed to achieving 100% renewable electricity in our operations, in alignment with our broader commitment to reaching net zero carbon emissions by 2040.

In 2025, we expanded our existing solar installations at the Barcelona site in Spain by signing a new PPA. Across 2,200 photovoltaic panels, the Barcelona site is expected to generate an additional 1,700 MWh of renewable energy for a total of 3,500 MWh annually to supply HP's operations. At our site in Guadalajara, Mexico, we installed two HP-owned, roof-mounted solar energy systems with a combined capacity of 850 kW. These systems are projected to generate 1,350 MWh annually, providing up to 67% of the site's annual electricity consumption.

In regions where direct procurement of renewable energy is either not permitted or financially challenging (e.g., Canada, Israel, Malaysia, Singapore, and the United States), we are exploring virtual PPAs to advance our renewable energy objectives and help drive the decarbonization of power grids worldwide.

Buildings and facilities

For HP-owned and -leased properties, we pursue high standards of energy efficiency and environmental performance. When feasible, we implement lower-impact building design, construction, and operational practices that reduce our environmental impact and support the decarbonization of our operations. To recognize and validate these efforts, we seek green building certifications, which serve as independent confirmation of our commitment to sustainability.

Energy-efficient buildings can also help minimize our costs, improve employee wellbeing, and enhance HP's resilience to climate impacts. As of 2025:

- 16 sites globally have achieved Leadership in Energy and Environmental Design (LEED®) certifications for buildings, including 15 at the Gold level or above⁵⁷
- Three sites have achieved Building Research Establishment Environmental Assessment Method (BREEAM) certifications for buildings, including two at the Excellent level⁵⁸
- One location achieved Sustainable SITES Initiative (SITES) certification for sustainable landscaping
- Two sites have achieved Total Resource Use and Efficiency (TRUE) certification for waste diversion

To support the build-out of our facilities, we developed the Sustainability Playbook: Construction and Design for project managers, outlining our approach to key principles such as energy efficiency, indoor air quality, water conservation, and waste management.

Our target is for all new construction projects to meet the LEED v4 Gold standard or an equivalent local certification, such as BREEAM. In our site selection process, we also incorporate environmental considerations by using the HP Energy and Sustainability Survey to ask prospective landlords about features like LEED certification, renewable energy, EV charging stations, and water efficiency.

By the end of 2025, 21 facilities were certified to ISO 14001:2015. Of these, 18 facilities were covered under HP's global ISO 14001 certificate, with the remaining sites certified individually. This represents 86% of HP's manufacturing sites.

Twelve facilities were certified to ISO 45001:2018 for occupational health and safety. This represents 56% of HP's manufacturing sites.

66%

renewable electricity used in
our operations in 2025, totaling
313,300 MWh of renewable
electricity and attributes



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Auto fleet, business travel, and commuting

During 2025, our company auto fleet accounted for 16,600 tonnes of CO₂e emissions, 6% less than in 2024 and 46% less than in 2015. To reduce our impact, we are expanding the availability of electric vehicles (EVs) and hybrid vehicles. Since launching our first EV fleet pilot in 2020, we have introduced EV options for employees eligible for a company car in 18 countries. By the end of 2025, our fleet comprised 23% EV and 32% hybrid vehicles.

To support our adoption of EVs, we are committed to installing EV infrastructure at all feasible sites worldwide by 2030. As of 2025, we have installed EV infrastructure at 71%—or 61 out of 86—of our target sites. We also ensure that new building constructions and lease agreements include provisions for EV infrastructure whenever possible.

To mitigate the environmental impact of business travel, we offer employees low-emission travel options through partnerships with travel providers. Through advanced travel planning tools, we also help employees make informed choices that align with HP's sustainability goals. We promote virtual collaboration and encourage the use of video conferencing and other digital platforms to replace in-person meetings where feasible.

Since 2021, we have been members of the Eco-Skies Alliance program to support the use of sustainable aviation fuel (SAF)⁵⁹ and innovation in the corporate travel industry. During 2025, approximately 280 tonnes of CO₂e from our business air travel footprint were SAF purchases.

See [Data](#) for more information on our business travel and employee commuting.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems**
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Nature, biodiversity, and ecosystems

For HP, forests are both critical ecosystems and foundational to our value chain. As a global leader in print and packaging, the stability of forest ecosystems underpins the availability, quality, and long-term sustainability of the fiber we depend on.

Healthy forest landscapes support biodiversity, water systems, and climate regulation, while also helping reduce risks such as supply disruption, resource scarcity, and climate volatility. We are committed to helping safeguard these vital resources. We have already invested in the conservation of over half a million acres of forest, with plans to go further.

HP's long-established collaborations with nonprofit organizations help us identify, prioritize, implement, and monitor opportunities for forest conservation impact. To deepen our understanding, in 2025, we commenced a Locate, Evaluate, Assess, and Prepare (LEAP) assessment. In partnership with a third-party consultancy, we have evaluated water-, biodiversity-, forest-, and nature-related risks across our value chain. The framework, developed by the Taskforce on Nature-related Financial Disclosures (TNFD), helps organizations identify and disclose nature-related issues. We plan to complete the assessment in 2026.

Paper sourcing practices

HP's suppliers play a vital role in our ability to track and improve our impact on forests. Through close collaboration with them, we ensured that in 2025,

95% of fiber in HP-brand paper, by weight, was Forest Stewardship Council®-certified (FSC®).⁶⁰

Since 2008, HP's Paper Sourcing Policy has set out our comprehensive set of best practices and requirements for buying, selling, and using paper and wood products. The policy, together with the related requirements in our [General Specification for the Environment](#), also outlines the actions our suppliers must take to do business with HP and the criteria we use to evaluate them. These criteria require all HP suppliers of paper, paper-based product packaging,⁶¹ and wood⁶² used in products to:

- Eliminate the use of wood and paper fiber from unwanted sources, deforested areas, converted natural ecosystems, high-conservation-value forests, and endangered forests⁶³
- Report the source of wood and fiber paper, including compliance with legal due diligence requirements
- Operate in accordance with international standards and widely recognized forest certification systems, prioritizing FSC® certification
- Ensure sourcing practices are aligned with HP's commitment to respect internationally recognized human rights and the people involved across our operations and supply chain
- Operate in compliance with relevant regulations and laws and apply these requirements to wood, packaging, and paper fiber procured through their suppliers, traders, brokers, distributors, auctions, and similar entities or activities

We require our suppliers to provide evidence that they comply with our [Paper Sourcing Policy](#) and the related requirements in our [General Specification for the Environment](#) on an annual basis. We also require our paper suppliers to provide quarterly fiber reports, documenting the quantity of their recycled and certified content. To track compliance, an annual third-party audit is performed on HP's FSC content and our suppliers' conformance to these policies.

HP works to improve our paper sourcing, including through WWF's Forests Forward corporate engagement program, to continue delivering on our commitment to source only from recycled or certified fiber sources. We aim to continue using 99 certified sources of fiber for all HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays,³² with a preference for FSC-certified fiber. Our commitment includes reviewing fiber procurement policies, risk analyses, and implementation plans, as well as engaging HP suppliers to accelerate their own sourcing and nature-based solutions efforts.

Through our participation in Forests Forward and other collaborations, we are also exploring additional ways to support FSC's efforts to increase certified forest products and raise consumer awareness.

95%

of fiber in HP-brand paper,
by weight, was FSC-certified⁶⁰
in 2025





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - [Nature, biodiversity, and ecosystems](#)
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Nature-based solutions

Forests are a source of food, medicine, fuel, and livelihoods for more than a billion people,⁶⁴ and they play a vital role in regulating climate, protecting water systems, and supporting biodiversity. For HP, investing in nature-based solutions is a core component of our sustainability strategy.

By investing in the protection, restoration, and improved management of forests, we help strengthen the ecosystems that our business and customers depend on, while reducing long-term risks associated with climate change, biodiversity loss, and resource constraints.

WWF

Having worked with WWF since 2009, and as one of the first participants in its Forests Forward program,⁶⁵ HP is making a meaningful and enduring contribution to forests and the communities that depend on them.

We focus on landscapes that are both highly threatened and strategically relevant to forest product supply chains. By supporting improved forest management, certification, and livelihoods, we are helping to reduce deforestation pressures and build resilience against climate-related disruptions.⁶⁶

Our aim is to help restore, protect, or improve the management of nearly one million acres of forest by 2030, an area larger than the combined size of Amsterdam, London, Paris, New York City, and Singapore, while also supporting WWF's efforts to develop science-based solutions for forests and biodiversity. As of 2025, we have reached over 660,000 acres.

HP INVESTMENTS IN PRIORITY LANDSCAPES AROUND THE WORLD

China

In China, HP supports WWF to improve forest management across four provinces, helping forest managers achieve FSC® certification, restore Asian elephant habitat, and promote responsibly sourced forest products. Since 2020, the partnership has improved forest management and achieved FSC certification across 351,110 acres, including an additional 47,256 acres in 2025 alone. As a result, the program significantly surpassed its 2025 goal of 219,830 acres, achieving 159% of the original target.



Brazil

HP supports restoration, protection, and conservation initiatives by WWF, including helping recover natural forests across 2,593 acres of the Atlantic Forest and protecting 128,440 acres across three national parks in southern Bahia state. Our partnership is helping build park manager capabilities and promote more sustainable park tourism by supporting local business enterprises. In 2025, our efforts led to the transition of 253 acres of degraded forest to forest-in-recovery through on-the-ground restoration, contributing to a total of 1,780 acres.



Peru

HP supports WWF's work to restore connectivity and jaguar habitat among remnant forest patches across the Madre de Dios region of Peru. We set a goal to transition 494 acres of forest habitat from disconnected and degraded to reconnected and under restoration, while improving the forest management of 148,200 acres and supporting local livelihoods. By the end of 2025, our partnership exceeded both goals. Since 2023, a total of 864 acres of forest have been placed under restoration, with improved forest management implemented across 182,061 acres. Of this total, 63,066 acres achieved FSC forest management certification.



Australia

We support the creation of alliances to halt and reverse native forest loss while maintaining robust forest and agricultural industries across three states of eastern Australia. These forests contain key habitat for many species, including endangered koalas and greater gliders.^{67,68} In 2025, we supported WWF with the restoration of 457 acres of koala habitat. In total, we have contributed to 793 acres of restoration, representing 53% toward our on-track goal of restoring 1,483 acres by the end of 2026.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - [Nature, biodiversity, and ecosystems](#)
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix



Conservation International

In 2025, we partnered with Conservation International (CI) to support the organization’s efforts in Brazil and Indonesia. In close collaboration with Indigenous peoples in Brazil and Indonesia, CI works to conserve globally important forests and support community development.

In the Xingu Region of the Brazilian Amazon, we supported CI’s efforts to strengthen the Xingu+ Network, a regional alliance of Indigenous peoples dedicated to protecting the territories of the Xingu corridor and upholding the rights of its people. With relatively little known about the biodiversity found here, our support has enabled knowledge exchange between forest scientists and the Panará people to document and monitor the local flora and fauna. As stewards of their ancestral lands, the Panará are conducting protection patrols and building a conservation network throughout the region to combat deforestation and land degradation.

In South Sorong, Indonesia, our support has helped improve the management of forests with high biodiversity and natural resources that local communities depend on. Due to their high carbon sequestration value, the loss of these forests would also seriously challenge the achievement of global net zero goals. We have also supported the establishment and capability building of local community enterprises to enable more sustainable livelihoods.

The Arbor Day Foundation

The Arbor Day Foundation is a global nonprofit with a mission to inspire people to plant, nurture, and celebrate trees, with a focus on forests and communities most in need of trees.

Since 2020, we have supported the Arbor Day Foundation in planting more than 6.1 million trees across 82 projects in 15 countries, helping to restore 4.1 million acres of forest ecosystem.

We also engage our customers by planting five trees in a forest of need when they register⁶⁹ their HP EvoMore Original Ink Cartridge—and another tree for each additional cartridge. Through 2025, we have planted approximately 3,300 trees on our customers’ behalf. [Learn more.](#)

© Adriano Gambarini / WWF-U.S.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - **Water**
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Water

Water is a vital and increasingly scarce resource that plays a critical role in ecosystems, communities, and economies worldwide. We recognize the importance of comprehensively understanding and managing our water footprint.

We continuously assess and improve our water management practices, striving to reduce consumption and enhance efficiency across all areas of our business. Through collaboration with suppliers and industry partners, we sustain and contribute to global water conservation efforts.

By integrating robust measurement methodologies and leveraging innovative solutions, we aim not only to reduce our own impact but also to support broader efforts in water security and sustainability.

See our [water footprint](#) and learn more about our water-related risks, impacts, and opportunities through our [2025 CDP Water Security response](#).

HP operations

We measure our operational water footprint and take steps to address our direct impacts by implementing impactful water-saving initiatives across our global operations.

In 2025, we reached the end date for our water goal to reduce potable water withdrawal in global operations by 35%, compared with 2015, and continued to celebrate achieving it ahead of schedule, with a 46% reduction.

Water footprint

HP's operational water footprint comes from our buildings, landscaping, and production of high-purity water for manufacturing purposes.

In 2025, our operational water withdrawal^{70,71} was 2.03 million cubic meters, a 10% decrease compared with 2024, driven by water conservation projects. This included 290,000 cubic meters withdrawn in areas identified as high or extremely high risk for water stress,⁷² a 9% decrease over last year. Water withdrawal intensity per million U.S. dollars of net revenue decreased by 13% compared to 2024.

We continue to focus on HP's withdrawal of potable water, which makes up 85% of our overall operational water withdrawal. In 2025, our global operations achieved a 46% reduction in potable water withdrawal compared with 2015 levels. For the fourth consecutive year, we surpassed our goal of 35% reduction in potable water withdrawal by 2025,⁷³ focusing on high-risk sites.

Water security

HP strives to reduce water consumption and address pollution and water scarcity in the regions where we operate. We prioritize improving irrigation and building water use, as well as reusing process water at facilities in areas identified as high risk for water stress.

We use the World Resources Institute's (WRI) Aqueduct Water Risk Atlas tool to assess risk at our sites and prioritize reductions in water-stressed locations. Using this tool, we assessed 179 HP facilities as part of our risk modeling for 2025. Seventy-five of the facilities—43% of the total that reported water withdrawal—fall within the high or extremely high categories for water stress. Water withdrawn at these facilities made up 14% of our total operational water withdrawal.

At the 26 sites where we directly track data (representing 80% of withdrawal volume from high-risk and extremely high-risk areas), water withdrawal increased by 7,000 cubic meters, a 3% increase compared with 2024. At the other 49 sites (where water withdrawal data is extrapolated), water withdrawal decreased by 34,000 cubic meters in our estimated withdrawals year over year.

We recycled and reused 301,000 cubic meters of water⁷⁴ globally in 2025, for use in landscaping, indoor plumbing, and as process water—equivalent to 15% of our total water withdrawal. We also captured and used 2,000 cubic meters of rainwater to use in cooling towers.

HP monitors the quality of wastewater discharges at operational sites where monitoring is required under applicable local regulations and discharge permits, including imaging and printing product manufacturing facilities. Water discharge quality at these sites is periodically verified through independent third-party testing, where required, to confirm compliance with applicable legal requirements, local codes, and regulatory standards, consistent with [HP's Environmental, Health, and Safety Policy](#).

Additionally, all HP operational sites are required to implement enterprise-wide procedures to prevent unauthorized pollutant discharge into wastewater and to prevent untreated wastewater discharge directly into surface water or groundwater. All HP latex inks are made in a factory using 100% reclaimed water. All water used for our latex inks undergoes an in-house water treatment process to meet specifications for ink quality. The factory performs online, real-time organic and inorganic testing weekly to ensure that the purity of the treated reclaimed water meets specifications.

In 2025, we had no violations for nonconformance with local discharge limits.⁷⁵



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water**
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Water-saving projects

- In 2025, we completed a number of projects to reduce water use, including:
- **Recycling and reclaiming water:** In Singapore, we engage with the government’s “new water” program, which recycles and reclaims water from industrial and residential sources, allowing approximately 70% of our site’s water use to come from this resilient supply and significantly reducing the need for fresh water withdrawals.
 - **Identifying and repairing leaks:** At our site in Penang, Malaysia, we identified and repaired major underground pipe leaks, relocating pipes above ground to restore full visibility, minimize water wastage, and improve operational efficiency.
 - **Deploying smarter technology:** We have begun deploying smart water meters at select sites to improve operational efficiency. For example, across HP’s largest water-consuming site at Corvallis, Oregon, we deployed 43 wireless water meters to the distribution piping system. These smart meters transmit data to a cloud-based monitoring portal and issue real-time alerts when abnormal water usage is detected, such as potential leaks.
 - **Using storm and rainwater:** We completed the construction of a stormwater collection pond at our site in Barcelona, Spain, to collect rainwater to be used by the irrigation system. The new pond (pictured) has a capacity of up to 2,000 cubic meters.

- **Integrating AI for higher efficiency:** Our site team in Singapore has installed AI-enabled smart water meters integrated with an advanced monitoring system that connects to a centralized analytics platform. The solution delivers real-time water usage insights, supports automated reporting for regulatory compliance, and enables proactive consumption optimization. Additionally, the system detects anomalies such as leaks or irregular patterns.

Supply chain

Effective water resource management is a priority across our value chain, and we engage with suppliers to enhance water stewardship and address water-related risks.

HP’s approach with suppliers combines clear minimum requirements, risk assessment, reporting mechanisms, and incentivized performance improvements. Our Supplier Code of Conduct establishes clear expectations for responsible water management, pollution prevention, resource conservation, and compliance with environmental permits.

In 2025, our production suppliers reported a 1% increase in water withdrawal compared to the previous year.

To identify and address supplier water risks, we conduct an annual water risk assessment, analyzing the locations of suppliers representing the top 95% of our procurement spend. We leverage the WRI’s Aqueduct Water Risk Atlas to assess water stress and risks at the river basin level, prioritizing engagement with suppliers in high-risk areas or those manufacturing water-intensive products and commodities.

We encourage suppliers to improve their water reporting and management practices through participation in the CDP Supply Chain Water Security program, which includes disclosing water withdrawals, discharges, risks, and management strategies.

To drive meaningful improvements, HP integrates water stewardship into our Supplier Scorecard, which evaluates suppliers based on their transparency in water reporting and governance structures for water management at the executive level. In 2025, we updated the Scorecard, requiring suppliers to set targets for water withdrawal and water pollution reductions, as appropriate. The Scorecard is embedded in our procurement management process, influencing business performance evaluations and ongoing supplier relationships.

Through these initiatives, we aim to foster greater accountability, improve water management across our supply chain, and support long-term water security in the regions where we and our suppliers operate.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste**
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Waste

We are committed to reducing waste, maximizing reuse, and diverting materials from landfill—pursuing global standards and local innovation across our operations and supply chain.

In 2025, we achieved a 91% waste diversion rate in our operations, supported by comprehensive recycling, composting, and reuse programs—meeting our sustainability goals. Through our Supplier Code of Conduct, we require suppliers to implement a systematic approach to identifying, managing, reducing, and disposing of waste.

HP operations

We have the greatest influence over reducing our own operational waste and are focused on achieving 90% or higher landfill diversion through recycling, reuse, composting, and waste-to-energy solutions across HP-owned and -managed sites worldwide.

In 2025, across 55 sites where waste data is directly tracked (with data for remaining sites extrapolated based on headcount), HP generated 17,900 tonnes of nonhazardous solid waste in our operations, a decrease compared with 23,000 tonnes generated in 2024. Through the continued implementation of recycling, reuse, composting, and waste-to-energy programs, we achieved a landfill diversion rate of 91%, up from 90%.

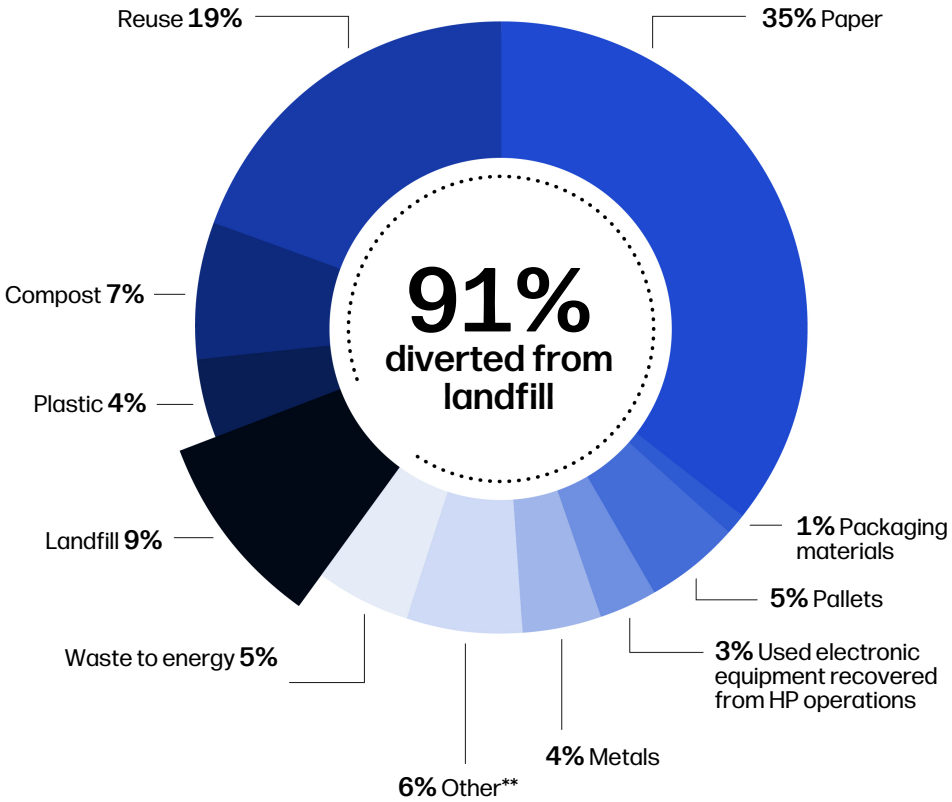
During the year, we continued to promote robust construction waste management practices, ensuring that waste generated from construction and renovation work is tracked and diverted from

landfill wherever possible. We also strive to reuse office furniture across locations and to transition to permanent tableware in cafeteria operations, supporting a company-wide shift toward a circular economy of reuse, reduce, and recycle.

Our local waste reduction programs in 2025 included:

- **Achieving TRUE Gold Certification:** Our software operations site in Bangalore, India, earned the TRUE Gold Zero Waste Certification, recognizing its comprehensive waste-management practices and sustained diversion rate of 98.7%. This achievement was underpinned by strong recycling, composting, and reuse (34, 14, and 2.8 tonnes, respectively) programs.
- **Transforming dining habits:** At our Korea site, the cafeteria has implemented a data-driven program to significantly reduce food waste. The team's initiatives have included a menu redesign, reducing side-dish portions, dynamic food portioning, reducing served volume by approximately 15%, increasing cook-as-needed preparation, and minimizing pre-packed and unsold food. These efforts have resulted in approximately 2,000 pounds of food waste reduction per month.
- **Increasing waste reduction momentum:** Across the Americas, our site teams reduced landfilled waste by 224 tonnes in 2025, a 25% decrease compared to 2024. This included a 34-tonne reduction at our Corvallis, Oregon, site. Reflecting the growing maturity of our recycling, composting, and material-diversion initiatives, we made progress through improved waste-sorting accuracy, vendor optimization, employee training, and consistent auditing of waste streams.

Composition of nonhazardous waste and used electronic equipment recovered from HP operations, 2025* (percentage of total)



* HP sites report nonhazardous waste volumes and disposal based on information provided by our waste disposal vendors. For sites unable to directly track nonhazardous waste, we estimate volumes and disposal using intensity factors based on similar operations. Segments do not add up to 100% due to rounding.

** Includes food organics, green waste, reused materials, and donations.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste**
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Hazardous waste

The main sources of hazardous waste generated by HP's operations are liquid and debris from our ink-manufacturing facilities. Other types of hazardous waste include solvents used in manufacturing processes, R&D waste chemicals, and other miscellaneous operational sources. A portion of the waste is considered nonhazardous in certain jurisdictions like the United States, but HP includes these volumes in its hazardous waste totals. These manufacturing sites use landfill disposal as a last resort, focusing on alternatives like waste-to-energy, incineration, and solvent recovery. In 2025, we generated 5,200 tonnes of hazardous waste.

See [detailed waste data](#) for 2023–2025, and [HP's latest disclosure](#) to the U.S. EPA Toxics Release Inventory.

We conduct environmental investigations or remediation at several current and former operating sites. Some historical manufacturing activities of HP and predecessor companies used chemicals now known to have contaminated soil and groundwater. We are also involved in the cleanup of sites affected by the improper disposal and recycling of HP's waste by third parties. HP works proactively to implement a variety of remediation activities in cooperation with regulatory agencies.

Supply chain

HP encourages our production suppliers to measure, report, and reduce HP-related waste. Our [Supplier Code of Conduct](#) requires both compliance with waste management regulations, as well as the responsible handling, recycling, and disposal of waste.

During 2024, the most recent year for which production supplier waste data is available, our suppliers generated 114,700 tonnes of nonhazardous waste associated with HP, a 45% decrease from 2023. Suppliers reported 48,400 tonnes of hazardous waste associated with HP in 2024, a 4% reduction compared with 2023. By the end of 2024, 74% of our production suppliers, by spend, had set waste-related goals.

See [detailed supply chain data](#).





Operating responsibly

- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics**
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Ethics

Conducting business with purpose and integrity is central to our mission. In 2026, we were recognized by Ethisphere as one of the World's Most Ethical Companies® for the seventh consecutive year.

We are committed to complying with all applicable laws and regulations everywhere we operate. Additionally, we require ethical conduct from our suppliers and partners as we harness our scale and influence to drive progress across the IT industry.

Training and communication

A strong dedication to our values underpins our efforts, is reinforced by in-depth training and communication, and is upheld through targeted policies and strong governance. Our employee code of conduct, Integrity at HP, addresses conduct within the company and our conduct involving customers, channel partners, suppliers, and competitors.

Mandatory annual Integrity at HP training covers the key policies, procedures, and high-risk issues employees might face, incorporating scenarios based on actual investigations.

In 2025, this training included content on human rights, raising concerns, anti-corruption (with additional content for employees in sales, finance, government relations, and partner-facing and public sector roles), conflicts of interest, accurate business records, ethical use of AI, anti-retaliation, and sexual harassment and discrimination. Managers receive additional content applicable to their role. The 12 members of HP's Board of Directors received Integrity at HP content relevant to their positions and confirmed review.

Additionally, through Integrity Central, employees can access a library of ready-to-use material on key ethics topics, including toolkits, posters, infographics, training materials, and scenarios. Regular training, newsletters, virtual coffee talks, and communications campaigns reinforce the values of Integrity at HP and keep ethical practices top of mind throughout the year. In 2025, we also added additional topics to our library of Integrity Moments, which are short videos designed for team sharing.

99.4%

of employees, including senior executives, completed Integrity at HP training, as well as all members of the Board of Directors⁷⁶

Ethics and compliance governance at HP

Board of Directors

The Board of Directors is responsible for overseeing ethics and compliance at HP. Chip Bergh is the chair. Other than Bruce Broussard, interim chief executive officer, HP Inc., all members are independent directors.

Board of Directors Audit Committee

Provides nonexecutive input and guidance to the Ethics and Compliance Office.

Ethics and Compliance Committee

Composed of HP executives and provides oversight and guidance on the design and implementation of our ethics and compliance program.

Ethics and Compliance Office

Manages ethics issues across our global operations. Specific responsibilities include oversight of Integrity at HP, coordination of the company's Compliance Assessment Program, management of the Anti-Corruption Program, and the design and management of processes that prevent, mitigate, and remediate all related business impacts.

See [governance](#) information on our website, including the board's composition, committees, and charters, as well as our company bylaws and [Corporate Governance Guidelines](#).



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics**
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Ethics Ambassador Program

Our Ethics Ambassador Program helps foster a culture of purpose and integrity. Ethics Ambassadors share messages and resources, act as trained and trusted local contacts for ethics and compliance queries, and assist employees with Ethics and Compliance Office communications. The program is already operational at our sites in Penang, Malaysia; Guadalajara, Mexico; Barcelona and Madrid, Spain; and Houston, Texas—with further expansion planned in 2026.

Reporting concerns

All employees and third parties can ask questions and report ethics concerns via [an online form](#), global 24-hour toll-free phone lines (available internally and externally) with translation, and mail, as well as in person. We offer anonymous reporting options where permitted by law. At any time, employees can also reach out to their manager or another leader under HP's Open Door Policy, seek advice from internal ethics and compliance experts, or consult Internal Audit, the HP People Organization, Integrity at HP country teams, or Integrity at HP liaisons.

HP does not tolerate retaliation against anyone who raises a concern or question. If the risk of potential retaliation is sensed, the Integrity Investigations Team will follow up with the source and ensure there has been no retaliation.

Items reported to the global Integrity at HP Team or other compliance functions* (percentage of total)

	2024	2025
Total number of reported items	147	159
Labor law**	44%	46%
Misuse of assets***	8%	6%
Inaccurate records	14%	18%
Anti-corruption****	1%	5%
Fraud	3%	4%
Conflicts of interest	10%	6%
Theft	7%	5%
Competition	1%	3%
Policy escalation	3%	3%
Brand protection/channel	6%	3%
Procurement	3%	2%
Total	100%	100%

* The data in this table include investigations conducted by the Integrity Investigations Team. They do not include inquiries or matters referred to a business unit or function for handling.
** Includes allegations of discrimination or harassment.
*** Includes allegations of insider trading.
**** Includes allegations of commercial bribery, kickbacks, money laundering, and Global Business Amenities Policy violations, as well as alleged corruption related to public officials.

Investigating concerns

Suspected violations of Integrity at HP damage trust in our company. We take all alleged violations seriously, ensure responses are timely, and take disciplinary or remedial actions when appropriate, including coaching, verbal warnings, written warnings, and termination. Serious violations may impact an employee's Total Rewards package (subject to local labor laws and where legally permissible).

Once an allegation or concern has been submitted through one of our reporting avenues, the complainant receives an acknowledgment from the case management tool and can also create a username and password to check the status of their concern. The Integrity Investigations Team performs an initial evaluation and review to assess whether the allegation is employee-related, and whether it should be investigated as an Integrity matter or referred to the appropriate business unit or function for handling.

During an investigation, the complainant may be contacted by a member of the Integrity Investigations Team for additional information. If the concern was reported anonymously, a request for additional information will be made through the case management tool. Once the investigation has concluded, a confidential investigation report is drafted, including proposed recommendations. This report is then sent to the relevant review team for approval, and the complainant is informed when the investigation has concluded. The timeline for investigating concerns is determined on a case-by-case basis, depending on the type of allegation, the complexity of the matter, and relevant whistleblowing legislation.

Allegations are investigated by a dedicated global Integrity Investigations Team. When appropriate, Employee Relations investigators from the People Organization (and occasionally country leads from our Legal, Controllershship, and People Organization teams) may also conduct Integrity investigations. Our investigation process monitors employee compliance with Integrity at HP and other relevant policies, and it continues to evolve with improved resources and technology to respond promptly to concerns and perform investigation-related functions in-house. Additionally, our global case management tool enables us to identify emerging trends in ethics violations and assess where additional controls may be needed.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption**
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Anti-corruption

Integrity is a core value for HP. Corruption undermines trust, disrupts fair competition, and erodes progress, which is why we hold ourselves and our partners to the highest standards.

We strive to do business in ways that reflect our commitment to fairness, and we do not tolerate corrupt practices of any kind, including bribery and kickbacks. Our ongoing review and improvement efforts are central to this commitment. By assessing risks, benchmarking against best practices, and strengthening our compliance programs, we seek to drive continuous progress in our value chain.

Our [Anti-Corruption Policy](#) and compliance program require our employees, partners, and suppliers to follow all applicable national laws and regulations, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. All of our operational sites and subsidiaries are required to follow HP's Anti-Corruption Policy and are subject to HP's compliance program and procedures (or a comparable subsidiary-level policy and compliance program).

Risk assessment and audits

HP conducts regular internal assessments of corruption-related risks on a cross-section of our global operations. Assessments are based on perceived risk, including detailed reviews of the company's global policies and processes applicable to all business units and global functions worldwide. We also use internal data and Transparency International's Corruption Perceptions Index (CPI) to identify high-risk regions and assess risks related to our business. To monitor and mitigate potential risk from our public sector business, we maintain a public sector data analytics process. Detailed statistical analyses enhance our ability to identify potential corruption risk.

We also periodically retain external experts to assess our anti-corruption policies and programs. We benchmark our approach against peer companies to identify best practices in areas including operational procedures, employee education, and supplier and partner training and monitoring. Complementing these assessments, HP conducts regular audits focused on potential corruption risks in our operations. These audits include end-to-end review and testing of compliance policies and processes.

Potential corruption risks are reviewed using HP transactional data and third-party corruption assessments. The Anti-Corruption Team may then take various actions to appropriately minimize or eliminate identified risk, such as termination of partner contracts or special handling measures.

Third-party management and due diligence

HP takes a risk-based approach to due diligence of third parties that support our business, including channel partners, sales intermediaries, suppliers, and lobbyists. In general, all high-risk third parties must successfully pass HP's due diligence process before beginning a contractual relationship.

We determine risk levels based primarily on completion of our due diligence questionnaire by the third party (every three years for existing partners and high-risk suppliers), as well as the country-level CPI. Factors considered include political, geographical, and industry-based risks; making use of a wide range of structured and unstructured databases; and machine learning and cognitive computing capabilities to identify and manage potential areas of concern.

Based on this information, we decide whether to conduct an additional due diligence investigation. If we determine that the risk cannot be mitigated, we apply consequences to the relevant third party by removing access to specific benefits and/or terminating any contract with HP.

Third parties also receive training as part of our due diligence process, and we communicate our anti-corruption standards and requirements through contractual terms and conditions, as well as through our [Partner Code of Conduct](#) and [Supplier Code of Conduct](#).

Training and communication

We deliver comprehensive anti-corruption content to all employees and members of the Board of Directors through annual [Integrity at HP training](#). As part of this training, employees in sales, finance, government relations, partner-facing, and public sector roles are assigned additional anti-corruption content. Employees in high-risk roles who interact with the U.S. public sector must also complete additional targeted training on ethical business practices and requirements for conducting business with the U.S. government. We communicate year-round with employees to reinforce our policies, controls, and training.

In 2025, we continued our targeted, risk-based anti-corruption site visits. Members of HP's Anti-Corruption and Legal teams provided targeted training to employees at locations in China, Colombia, India, Indonesia, Italy, and Malaysia. We selected sites based on anti-corruption risk and HP business priorities, with content customized to take local laws, trends, and business processes into account.

When it comes to mitigating anti-corruption risk associated with charitable giving, requirements are communicated to employees through the [HP Global Charitable Contributions Policy](#), and risks are mitigated through the grant-making process.



Human rights due diligence

Everyone across HP's value chain should be treated with dignity and respect. We believe in advocating for universal rights within HP and beyond, and we adopt policies that advance progress and encourage change across industries.

We monitor emerging human rights expectations, regulatory developments, and best practices to ensure that our program is continually adapting and improving, and we have developed a human rights due diligence process⁷⁷ that is grounded in the [UN Guiding Principles \(UNGPs\) for Business and Human Rights](#) and in the [Organisation for Economic Co-operation and Development \(OECD\) Guidelines for Multinational Enterprises](#).

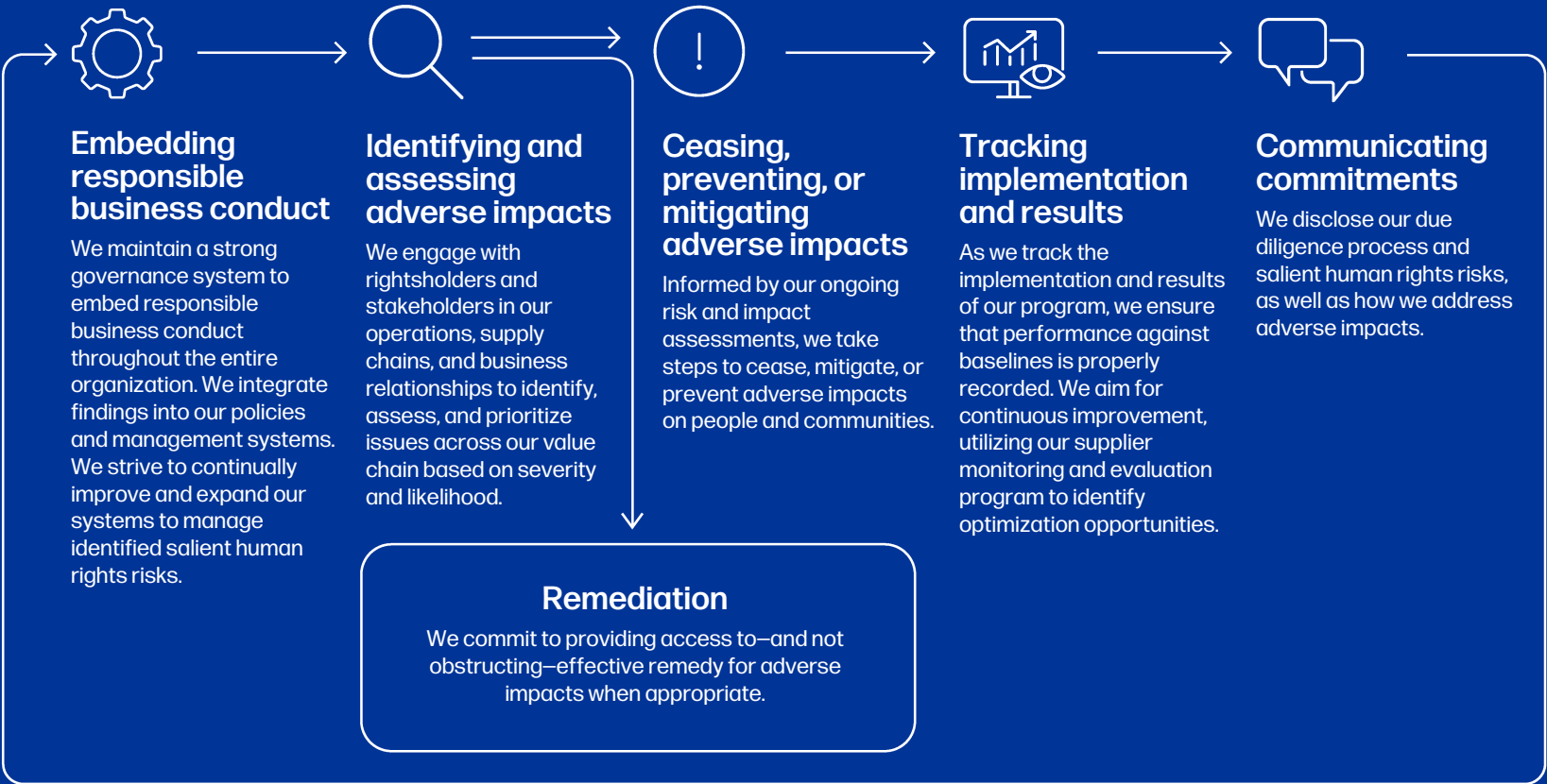
Embedding responsible business conduct

Our approach to governing human rights at HP is rooted in our commitment to fundamental dignity and respect, and it is realized through our robust policies and commitments, accountability structure, and comprehensive stakeholder engagement.

We embed stakeholder engagement throughout our human rights due diligence process to inform risk identification and assessment, shape prevention and mitigation measures, and evaluate their effectiveness. Through direct and indirect engagement with a wide network of stakeholders—including workers and their representatives,

Our approach to human rights due diligence

Our robust process, guided by the six steps outlined in the [OECD Due Diligence Guidance for Responsible Business Conduct](#), is implemented with continuous improvement in mind, engaging with both internal and external stakeholders every step of the way.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - **Human rights due diligence**
- Advance Societal Impact
- Appendix



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence**
- Advance Societal Impact
- Appendix

suppliers and their workers, customers, civil society organizations, industry initiatives, local communities, peer companies, and policymakers—we strengthen our understanding of actual and potential human rights impacts, particularly for people and groups who may be more vulnerable to harm.

This ongoing engagement helps ensure that our human rights policies and practices remain robust, transparent, and responsive to the needs of those actually or potentially affected by our operations and supply chain.

Policies and commitments

We are committed to respecting internationally recognized human rights as expressed in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social, and Cultural Rights (together, the International Bill of Human Rights), the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the ILO Fundamental Conventions.

We maintain a comprehensive and integrated suite of policies and standards that define expectations for our business, suppliers, and partners across the value chain, such as:

– **Human Rights Policy:** HP's Human Rights Policy sets out our commitment to respect human rights across our operations and business relationships across our value chain. It prohibits all forms of modern slavery, including child labor, forced and bonded labor, and human trafficking, and is informed by engagement with internal business functions and external stakeholders, including NGOs and international organizations.

– **Supplier Code of Conduct:** HP's Supplier Code of Conduct (SCoC) sets out HP's social and environmental responsibility requirements for suppliers and the cascading of these standards through their supply chains, in line with core international labor and human rights standards. In 2025, we updated the SCoC to align with the RBA Code of Conduct (v8.0) and evolving due diligence expectations, including enhancements to worker protections such as adequate dormitory ventilation standards and gender-responsive safeguards for pregnant and nursing workers.

– **Contingent Worker Code of Conduct:** HP's Contingent Worker Code of Conduct sets out ethical conduct, labor, and human rights requirements for all nonemployees ("contingent workers") performing services for HP, all suppliers of contingent workers to HP, and HP personnel managing the contracts and assignment of contingent workers. It includes standards on workers' freedom of movement and their ability to resign at any time, as well as prohibitions on passport and personal document retention and worker-paid recruitment fees.

– **Supply Chain Foreign Migrant Worker Standard:** HP's Supply Chain Foreign Migrant Worker Standard sets out due diligence requirements and expectations to help prevent forced labor risks associated with foreign migrant workers, including responsible recruitment practices and prohibitions on worker-paid recruitment fees and on the retention of worker passports and personal documentation.

– **Additional policies:** We maintain additional policies and standards that support our human rights commitments, including responsible minerals sourcing, human resources, privacy and data protection, accessibility, and social and environmental responsibility.

We comply with applicable local laws and regulations. Where our human rights commitments go further than local laws, we follow the higher standard. When laws are silent or run contrary to international human rights principles, we comply with the law while working to develop approaches that honor human rights principles.

Governance and accountability

Our governance structure is intended to ensure that responsible business conduct and human rights policies and commitments to respecting human rights are embedded across all levels of the company and systematically implemented throughout the organization, from our Board of Directors to our employees.

HP's chief sustainability officer and director of climate and responsible sourcing, who both sit within HP's Enterprise Operations Team, manage and drive the accountability of our company-wide human rights policies, due diligence processes, and commitments in our operations and supply chain. Our Human Rights Policy has been approved by the HP Board of Directors' Nominating, Governance and Social Responsibility Committee.

Nominating, Governance and Social Responsibility Committee

The Nominating, Governance and Social Responsibility Committee (NGSRC) of the HP Board of Directors oversees our strategies, policies, and positions relating to human rights, including reviewing the results of our ongoing human rights assessments and approving our annual company-wide Modern Slavery Transparency Statement. The NGSRC receives regular updates on human rights-related topics, informed by internal and external human rights experts as well as the perspectives and experiences of affected stakeholders.

In 2025, the NGSRC was updated on HP's human rights-related sustainability strategy, including our revised SCoC, evolving regulatory requirements, and actions taken in partnership with leading initiatives to prevent and mitigate identified risks as part of our human rights due diligence approach.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - [Human rights due diligence](#)
- Advance Societal Impact
- Appendix

Human Rights Council

HP's cross-functional Human Rights Council guides day-to-day human rights priorities across our organization. The Council consists of executives across the business, representing functions such as human resources; inclusion and belonging; trust and privacy; procurement; enterprise operations; global product compliance and sustainable impact; government affairs and public policy; legal; corporate affairs; investor relations; and environment, health, and safety (EHS).

The Council meets each year to review ongoing human rights assessments and to inform plans for the continuous improvement of HP's human rights strategy, while promoting the alignment, integration, and implementation of our Human Rights Policy and related programs and initiatives across the company. During 2025, the Council discussed the regulatory landscape and external stakeholders' expectations related to human rights and reviewed HP's updated SCoC and Modern Slavery Transparency Statement.

Global Responsible Sourcing Team

HP's director of climate and responsible sourcing, who reports to the chief sustainability officer, oversees our Global Responsible Sourcing Team. This team, which consists of over 20 people, is responsible for implementing HP's commitment to respecting human rights across our operations and value chain, and leads ongoing human rights due diligence and supplier monitoring activities.

The team develops programs, processes, and tools to ensure that suppliers are supported in their adherence to HP's SCoC and related standards, and that they embed respect for human rights across their business. The team also provides support, guidance, and resources to internal partners, including procurement, human resources, and other internal stakeholders, and leads engagement with external stakeholders and partnering organizations to strengthen HP's human rights due diligence approach.

In support of these activities, team members working with suppliers participate in regular internal trainings, including monthly updates on human rights expectations designed to upskill internal procurement teams. The sessions are not typically recorded to support open discussion, questions, and feedback. Team members also engage in external learning, collaboration, and stakeholder engagement through membership working groups and international forums, which in 2025 included sessions with The Mekong Club, the BSR Human Rights Working Group Asia Pacific, Truckers Against Trafficking, the Responsible Business Alliance, and Responsible Minerals Initiative.

In 2025, the team's work focused on anticipating and managing increasing regulatory expectations for human rights. This work included addressing topics such as ensuring health and safety standards are met, preventing and addressing risks of modern slavery, and delivering training and skill development to safeguard working conditions for individuals across the value chain.

Identifying and assessing adverse impacts

We identify and assess human rights risks across our operations, supply chain, and business relationships using a structured, risk-based approach. This process is carried out on an ongoing basis and integrates multiple sources of information to enable effective prioritization.

We assess human rights risks in our operations—including HP offices, HP manufacturing, and distribution operations and the suppliers that support these operations—where we could cause or contribute to negative human rights impacts. We also assess human rights risks associated with our manufacturing and nonmanufacturing suppliers operating in their own facilities, where we may be directly linked through a business relationship.

To prioritize risks effectively, the Global Responsible Sourcing Team deploys a combination of cross-cutting and targeted assessments, incorporating both historical insights and emerging risk indicators. In parallel, we leverage data analytics to assess the likelihood and severity of risks across HP's operations and supply chain. This approach is complemented by proactive engagement with internal and external stakeholders—including employees, suppliers and their workers, industry associations, civil society organizations and human rights experts—to strengthen our understanding and prioritization of risks and anticipate emerging ones, particularly in areas of the supply chain where

people may be more vulnerable to harm. Together, these inputs inform our due diligence framework and guide the design of measures that are risk-based and tailored to HP's context and value chain footprint.

We conduct a suite of risk and impact assessments, alongside supplier audits, to identify and assess risks across our value chain, including:

- Human Rights Risk Assessments (see below)
- [Human Rights Impact Assessments](#)
- [Supplier Initial Risk Assessments](#)
- [Supplier Risk Assessments](#)
- [Supplier audits and specialized assessments](#)

Human Rights Risk Assessments

HP conducts regular Human Rights Risk Assessments (HRRAs), in partnership with external human rights experts, to identify actual and potential human rights risks and impacts that HP may cause, contribute to, or be directly linked to through a business relationship globally. In 2025, HP completed a company-wide HRRa, which identified our salient human rights risks across our value chain. The assessment included mapping and weighting human rights risks by element of our value chain, prioritizing recommendations to ground long-term program initiatives and strategy, and a governance analysis. The analysis involved reviewing and evaluating how HP's internal structures, accountabilities, policies, and processes are designed to manage human rights risks. See [Salient human rights risks](#).



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence**
- Advance Societal Impact
- Appendix

Human Rights Risk Assessment process



Human Rights Impact Assessments

HP conducts Human Rights Impact Assessments (HRIAs) to build upon the outcomes of our Human Rights Risk Assessment where more in-depth due diligence is appropriate, or where a more detailed understanding of specific geographies or part of our value chain is needed. These assessments are designed to identify actual and potential human rights impacts on workers and communities and to incorporate the perspectives and lived experiences of affected and potentially affected stakeholders.

In 2025, we conducted two HRIAs in Mexico and India. Each assessment covered HP's own operations, direct suppliers, and sub-tier suppliers, providing a comprehensive view of human rights

risks across different parts of our value chain. The assessments combined desk-based research, expert analysis, and in-depth stakeholder engagement, including site visits to HP and supplier facilities, to assess production processes, working conditions, and governance and oversight structures. Findings were analyzed to map salient human rights risks by country and sector.

HRIA in Mexico

In Mexico, external advisors conducted site visits at both direct and sub-tier supplier facilities, as well as at an HP factory. The assessment included interviews with key management personnel and approximately 49 workers across multiple sites, representing different worker groups. Advisors also

carried out targeted stakeholder engagement with 22 external stakeholders, including interviews with local and international civil society organizations, NGOs, government representatives, worker and employer associations, and international organizations, to deepen our understanding of key country-specific human rights challenges. When safely possible, external advisors also engaged with human rights defenders, whose perspectives provide unique insights into the potential human rights impacts and opportunities of business activities on affected communities.

HRIA in India

In India, the assessment included comprehensive desk-based research and on-site visits to multiple suppliers, including sub-tier suppliers, as well as HP operations. Consultants engaged with approximately 391 stakeholders, including interviews with key management personnel, focus group discussions with 214 workers at supplier sites, and engagement with 114 HP employees and 30 third-party contractors at HP offices. Findings were benchmarked against relevant international standards, applicable and emerging human rights due diligence laws, national guidance, and sector-specific good practices related to labor rights and responsible business conduct.



2025
Sustainability
Progress Report

- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - **Human rights due diligence**
- Advance Societal Impact
- Appendix



Across both HRIAs, advisors engaged with HP and supplier management and reviewed existing risk management protocols to develop context-specific recommendations aimed at strengthening HP's understanding of salient risks and informing the ongoing evolution of its human rights due diligence and risk management systems.

Supplier Initial Risk Assessment

HP conducts Supplier Initial Risk Assessments (SIRAs) to proactively screen for potential social and environmental risks prior to onboarding new manufacturing suppliers or new sites of existing suppliers. As part of HP's risk-based due diligence process, SIRAs are conducted through a comprehensive desktop review to identify and help prevent or mitigate potential or actual risks before engagement begins. Since its launch, HP has completed assessments for more than 20 new suppliers and sites.

Based on the screening outcomes, HP's Responsible Sourcing Team provides risk-informed onboarding recommendations to HP Procurement. Identified risk areas commonly include labor practices, grievance mechanisms, and occupational health and safety. Following onboarding, risks identified through the assessment are monitored and managed through HP's Supplier Risk Assessment (see following section), HP's supplier audit and assessment program, and related supplier accountability processes, in line with risk screening outcomes.

Supplier Risk Assessment

In 2025, HP introduced a Supplier Risk Assessment (SRA) process, supported by a dedicated digital platform, to strengthen our ability to systematically identify and assess human rights and environmental risks across our supply chain, align with evolving regulatory requirements, and respond to stakeholder expectations.

The SRA applies to all HP manufacturing suppliers and is implemented on an ongoing basis for existing suppliers as well as new suppliers following completion of the SIRA process. The SRA consists of two core steps, undertaken on an annual basis:

- **Preliminary risk assessment:** We leverage a combination of internal and external data sources—such as international sustainability ratings, historical supplier performance, and certification records—to identify and prioritize potential human rights and environmental risks across our supplier base.
- **Interactive risk assessment:** Where relevant, we conduct human rights and environmental due diligence surveys with suppliers to assess supplier-specific risks across key domains, including labor rights, grievance management, occupational health and safety, environmental practices, responsible sourcing, and sanctions compliance.

Throughout both stages of the SRA, supplier risks are assessed against multiple dimensions that guide risk identification and prioritization:

- **Procurement categories:** Higher-risk categories are identified based on the type of activity performed by the supplier and its association

with the HP brand. These include manufacturing and assembly of parts and components, call centers, warranty and break/fix services, reuse and recycling, and branded merchandise.

- **Supplier-specific factors:** Supplier-specific risks are informed by factors such as workforce composition, past performance, the nature of the business relationship with HP, and the volume of business. Insights from audits, assessments, and publicly available information, such as media reports, also inform supplier risk profiling.
- **Geographic exposure:** HP draws on a range of public and private data sources to identify regions where human rights risks may be more prevalent within the supply chain. In 2025, based on supplier risk assessments and publicly available industry reports, priority risk locations included Algeria, Cambodia, China, Laos, Malaysia, Myanmar, and Turkey. Many prevention and mitigation efforts during the year focused on regions across Asia, reflecting findings from prior Human Rights Risk Assessments that identified these areas as priorities.

The SRA is an ongoing program being rolled out to suppliers, with coverage expanding as implementation progresses. Based on the results of the risk assessment, we classify suppliers as low, medium, or high risk. Insights generated through the assessments inform risk mapping and prioritization and guide supplier monitoring activities, including the selection, scope, and planning of audits and specialized assessments, while also supporting long-term strategy and program development.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - [Human rights due diligence](#)
- Advance Societal Impact
- Appendix

Supplier audits and specialized assessments

Building on insights from our assessment processes, we conduct audits and specialized assessments as part of our human rights due diligence program. We engage a range of different entities and apply established audit standards and procedures to assess supplier performance, identify where corrective action is needed, and integrate lessons learned into ongoing capability-building and prevention programs.

HP is a founding member of, and has Full Member status in, the [Responsible Business Alliance](#) (RBA), the world's largest industry coalition dedicated to responsible business conduct in global supply chains. The RBA Code of Conduct underpins HP's [Supplier Code of Conduct](#) (SCoC) and serves as the primary framework through which we communicate our human rights expectations to suppliers across our operations and supply chain.

To support audit screening and prioritization, we leverage the RBA [Self-Assessment Questionnaires](#) (SAQs). Suppliers are required to complete questionnaires aligned with HP's SCoC, covering site characteristics and practices related to labor, health and safety, environment, business ethics, and management systems. The SAQs function as an initial pre-audit screening tool, strengthening site-level risk profiling and informing the prioritization and scope of subsequent on-site audits and specialized assessments. In 2025, 399 production suppliers completed SAQs.

Supplier audits follow the RBA [Validated Assessment Program](#) audit protocol and are carried out by RBA-certified auditors and qualified auditing firms, ensuring audits are independent, consistent, and comparable. We prioritize supplier audits and assessments based on risk, ensuring that we focus due diligence activities on suppliers and sites where the potential for adverse impacts is higher. We conduct both announced and, where appropriate, unannounced audits of our manufacturing suppliers against our SCoC. Audit scope and approach are determined based on the nature of the supplier's operations and the risks prioritized through HP's risk assessment processes. Unannounced audits, which occur without prior notice, may be used to provide a more accurate view of day-to-day practices and management systems, and may also be conducted to assess or investigate allegations. For nonmanufacturing suppliers, audit activities are tailored to the portions of the SCoC relevant to the supplier's operations. For example, suppliers providing labor or services in office-based environments are typically assessed against the labor and ethics provisions of the SCoC.

Audit findings are identified through triangulation of information gathered across interviews, documentation reviews, and site observations. Each audit concludes with a closing meeting with supplier management, followed by a detailed audit report outlining any nonconformances to the SCoC. Suppliers are then required to develop Corrective Action Plans to address identified issues within defined timelines. HP works with suppliers to verify implementation of corrective actions through follow-up or closure audit, including confirmation of remedy where appropriate. [Read more on supplier accountability and Corrective Action Plans.](#)

Specialized assessments

Alongside our audit program, we maintain a set of targeted supplier specialized assessments to further identify and manage human rights risks effectively, including:

- **Fire safety assessments:** Assessments focused on identifying potential health and safety risks, such as occupational safety, emergency preparedness, and control of flammables.
- **Social assessments:** Using our SCoC as the foundation, we conduct simplified assessments for new suppliers or supplier sites to help identify potential risks for what HP considers the key areas of the SCoC. The initial assessment helps prevent overwhelming new or smaller suppliers, aims to build their maturity, and prepares them for future full audits.
- **Vulnerable Worker Group (Student and Foreign Migrant Worker) Assessments:** Deep-dive assessments are focused on student and foreign migrant workers, who are vulnerable worker groups in the supply chain, and pinpoint potential risks during the recruitment, employment, and repatriation of workers.
- **Key Performance Indicator (KPI) Validation Assessments:** Assessments that help verify data collected as a part of our Labor KPI Program that identifies issues, such as working hours, days of rest, and student workers, at high-risk supplier locations in order to support ongoing improvement.

- **Priority Screening Assessments:** Assessments that are a subset of full RBA audit criteria that focus on what HP considers to be high-priority risks, such as freely chosen employment, occupational safety, and hazardous substances.
- **Forced labor due diligence assessments:** Through Verité's CUMULUS Forced Labor Screen, we conduct forced labor due diligence assessments for selected suppliers. These assessments gather data and documents on recruiters and practices related to recruitment, deployment, management, and repatriation of foreign migrant workers. A comprehensive risk profile, including a labor supply map, is generated for each supplier. For more information, see [Preventing modern slavery.](#)

As part of our human rights due diligence and engagement with partners, suppliers, and employees, we review audit and assessment outcomes to identify recurring issues, gaps, or performance challenges that may require a systematic response and inform updates to our risk prioritization and due diligence strategy. Through collaboration with the RBA and other partners, we contribute to the development of industry tools, standards, and training to support continuous improvement.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence
- Advance Societal Impact
- Appendix

Enterprise Risk Management program

We incorporate human rights and sustainability risk considerations into HP's Enterprise Risk Management (ERM) program, which is designed to proactively identify, assess, and manage critical risks across the company. The program follows a structured, enterprise-wide process that incorporates insights from senior leaders, subject matter experts, and external benchmarks to ensure a rigorous and well-informed view of HP's evolving risk landscape.

Our ERM program is conducted on an annual cycle and culminates in an enterprise risk review with the HP Board of Directors, enabling oversight of top risks, emerging trends, and mitigation strategies. This governance structure ensures that risk insights meaningfully inform strategic decision-making at the highest levels of the company.

Salient human rights risks

Once HP's human rights risks are assessed, we prioritize our efforts by focusing on the salient human rights issues most likely to result in negative impacts to rightsholders across our global footprint. In determining salience, we consider both the severity and likelihood of potential and actual adverse impacts on rightsholders—whether arising directly from our activities or indirectly through our business relationships—and prioritize severity as the primary consideration. This assessment is informed by engagement with a broad range of internal and external stakeholders, including employees, supplier workers, and human rights defenders, whose perspectives strengthen our understanding of risks and guide the identification,

validation, and prioritization of salient human rights risks.

Risk prioritization is a continuous and evolving process. As new information, stakeholder insights, and assessment outcomes become available, HP's geographic and programmatic focus may shift to ensure that efforts remain aligned with the most salient risks. Throughout this process, HP maintains a focus on risks to people over risks to the business.

Through our most recent human rights risk and impact assessments, risk identification, stakeholder engagement, and analysis process, we identified the following salient human rights risks in 2025:

Modern slavery, particularly forced labor and child labor in different business contexts

- In our operations, the risk of modern slavery is predominantly associated with the nonmanufacturing suppliers supporting our offices (e.g., janitorial, facilities, and security) and our HP-managed manufacturing operations.
- In our supply chain, the risk of modern slavery is predominantly associated with manufacturing suppliers operating in countries where there is a high volume of foreign migrant labor, a lack of legal protections and/or enforcement of protections for migrant labor, and risks of excessive working hours that may contribute to conditions of forced labor.
- In our more distant upstream and downstream value chains, the risk of forced labor and child labor is predominantly associated with materials sourcing, such as minerals or the recycling supply chain. In these instances, we align our practices

with relevant portions of international guidance, such as the OECD's guidance on responsible minerals, and we work with other companies to build leverage with intermediate actors deep in the supply chain. Tackling the risks in these sectors requires industry collaboration, as no single organization can address these systemic challenges alone.

- Learn more about our efforts in [Preventing modern slavery](#).

Freedom of association

- In HP's operations, risks related to freedom of association are generally low. In the supply chain, risks are more pronounced in regions where legal protections or enforcement are limited, or where workplace norms may discourage collective representation. We respect the rights of workers to freedom of association and collective bargaining consistent with the ILO Declaration on Fundamental Principles and Rights at Work. While complying with any applicable local laws that do not allow the formation of worker organizations, we also seek to engage with workers in other ways.
- Learn more about how these standards are set out in HP's [Human Rights Policy](#) and [Supplier Code of Conduct](#), assessed through our [supplier audits and assessments](#), and how we engage workers through our [worker voice initiatives](#) and [grievance mechanisms](#).

Health and safety (process chemicals)

- In our operations, health and safety risks related to process chemicals are generally low and managed through established EHS policies, training, and compliance programs. In our supply

chain, health and safety risks—particularly those associated with chemical use in manufacturing—may be more elevated due to variations in regulatory frameworks applicable to our suppliers and supplier maturity. HP works with suppliers to strengthen EHS management systems, promote robust chemical management, and support proactive identification and mitigation of chemical-related risks.

- Learn more about the policies, requirements, and reporting mechanisms that support this approach, including the [HP General Specification for the Environment](#), our [Supplier Code of Conduct](#), the [Clean Electronics Production Network Toward Zero Exposure Report](#), and related [supplier capability-building and training initiatives](#).

Discrimination and harassment

- While reported cases within HP's value chain remain limited, risks related to discrimination, sexual harassment, and gender-based violence are widely recognized as being underreported in many contexts due to stigma and fear of retaliation. HP and its suppliers operate across jurisdictions where such risks may be elevated, and we continue to strengthen prevention measures, awareness efforts, and accessible reporting and grievance channels to support respectful and safe workplaces.
- Learn more about how HP [promotes inclusion in our supply chain](#). A more inclusive supplier base is rooted in our core values and is crucial for driving innovation, supply chain resilience, and supporting local communities.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - [Human rights due diligence](#)
- Advance Societal Impact
- Appendix

Right to a clean and healthy environment

- We recognize that information and communication technology activities can create environmental impacts that may affect the right to a clean and healthy environment. In our operations, no specific environmental-related human rights risks were identified. Across our supply chain and downstream value chain, environmental-related human rights risks may be more elevated—particularly those associated with mineral sourcing, recycled materials, and e-waste management. HP works with suppliers and partners to promote environmental stewardship, improve visibility across upstream and downstream activities, and align with evolving regulatory expectations to support the protection of environmental rights across our value chain.
- Learn more about the policies and standards supporting this approach, including the [HP Supply Chain Social and Environmental Responsibility Policy](#) and the HP Inc. Responsible Minerals Sourcing Policy, as well as HP's [initiatives across the value chain](#).

Product misuse

- To avoid the misuse of our products and solutions, we comply with relevant sanctions, restrictions, and embargoes imposed by national governments or international organizations across our worldwide operations. Throughout our business, we prioritize the highest standards of corporate ethics, and we operate in strict accordance with all applicable laws and regulations.

These findings are consistent with broader industry risks, experience, and expectations, and HP's approach is continually evolving to account for known and emerging issues.

Ceasing, preventing, and mitigating adverse impacts

Building on our identification and assessment of salient human rights risks, we act to cease, prevent, and mitigate actual and potential adverse impacts. We prioritize the deployment of targeted initiatives that address the most salient risks and focus on suppliers most exposed to them, taking into account context and supplier maturity.

HP's prevention and mitigation measures are informed by ongoing human rights risk assessments and engagement with suppliers, workers, and external stakeholders. Our approach combines foundational measures with targeted interventions, guided by the most salient risks identified through HP's human rights risk identification and assessment processes (see [Identifying and assessing adverse impacts](#)). Where targeted action is warranted, we work with selected suppliers to implement issue-specific prevention and mitigation initiatives that provide practical tools, guidance, and support to address underlying root causes and strengthen supplier practices.

While many prevention and mitigation activities are implemented within supply chain tiers most closely linked to HP—where contractual relationships enable more direct influence and engagement—we also address risks in more distant parts of the value chain through collaborative and industry-wide initiatives, including those related to responsible minerals, recycling, and end-of-life management.

Our approach within the supply chain

HP's portfolio depends on a vast network of suppliers and partners spanning six continents and over 42 countries and territories. Our supply chain comprises more than 900 manufacturing suppliers and several thousand nonmanufacturing suppliers that range from multinational enterprises to small firms. We are the first IT company to publicly disclose a list of our suppliers,⁷⁸ which includes the names and locations of the suppliers that represent 95% of our production supplier spend.

Within our supply chain, we focus first on higher-risk supplier sites, as identified through [supplier risk assessments and audits](#), and implement our approach through four key mechanisms:

- Supplier capability building and training (see following section)
- [Supplier accountability](#)
- [Supplier performance incentives](#)
- [Industry collaboration](#)

Supplier capability building and training

Supplier capability building and training are key components of HP's prevention and mitigation approach, and our multi-year agreements with many suppliers allow us to build awareness and capability to meet our supply chain responsibility expectations. Our engagements focus on enabling suppliers to understand and uphold HP's human rights commitments and cascade these standards across their own operations and supply chains.

We support suppliers in developing and strengthening the systems, processes, and programs needed to meet HP's human rights expectations and to address risks identified through due diligence activities. Our capability-building efforts also extend to worker awareness, helping ensure that workers understand their rights and how to exercise them. Key capability-building activities include:

- **For HP employees:** In 2025, 99.4% of employees (including senior executives) completed the annual [Integrity at HP training](#), which includes human rights-related topics such as anti-harassment, nondiscrimination, and anti-corruption. HP maintains an internal website that provides human rights-related materials and resources for HP's sales organization, along with an awareness video explaining the relevance of human rights and their importance to HP. Since 2024, HP has deployed a monthly engagement and training program for procurement teams that work closely with vendors and suppliers, focused on HP's human rights due diligence program.
- **For supplier management and nonproduction suppliers:** We provide training opportunities to management at manufacturing, customer support, and other nonproduction suppliers. In collaboration with NGO partners and other external organizations, we also deliver training designed to support continuous improvement in suppliers' sustainability practices, including worker rights and EHS awareness.



2025
Sustainability
Progress Report

- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence**
- Advance Societal Impact
- Appendix

- **Human rights due diligence:** In collaboration with industry peers, including HP Enterprise, Intel, Seagate, Western Digital, and the RBA, we delivered a three-module human rights due diligence training program for suppliers covering preparation for the RBA Operations Manual v8.0.2, indirect spend SAQ and Validated Assessment Program (VAP) requirements, mitigation of forced labor risks (including investigations, recruitment fee management, reimbursement plans, and the Fees Investigation Standard 2.0), and broader compliance tools such as Global ESG, RBA Voices, and RFI Advantage. Approximately 1,100 representatives from 120 HP suppliers participated in the program and received supporting documentation and resource toolkits.
- **EU Battery Regulation training:** In 2025, we delivered targeted training on the EU Battery Regulation to selected in-scope suppliers, providing a comprehensive overview of the regulation with a particular focus on human rights and environmental due diligence requirements. The online sessions combined regulatory context with practical guidance to help suppliers prepare for upcoming compliance obligations.
- **Supplier due diligence capability building:** In May and June 2025, we facilitated a capability-building program on supply chain due diligence for five first-tier battery suppliers. In collaboration with a third-party consultant, in-person training and workshops engaged 63 managers across participating organizations.

The program strengthened suppliers' understanding of EU Battery Regulation requirements and enhanced their capability to conduct comprehensive risk assessments throughout their value chains. Practical exercises enabled participants to apply HP's Risk Assessment Framework and Toolkit effectively, while interactive case studies provided insights into extending due diligence practices to sub-tier suppliers. The program also included several months of regular follow-ups and technical support to help participating suppliers make the most effective use of our tools.

- **Supplier Summit and Supplier Sustainability Workshop:** In 2025, we strengthened supplier engagement on human rights through two major events: the annual Supplier Summit and the multi-language annual Supplier Sustainability Workshop, attended by 250 and 600 supplier representatives, respectively. These sessions addressed evolving regulatory expectations and due diligence requirements, provided updates on environmental and human rights standards, offered practical implementation guidance, and enabled open dialogue to support suppliers in meeting HP's expectations and requirements. The Supplier Summit included a presentation by HP's chief sustainability officer on supply chain responsibility, highlighting evolving regulatory expectations.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - **Human rights due diligence**
- Advance Societal Impact
- Appendix

– For suppliers’ workers:

- **RBA Code of Conduct training:** HP supports training initiatives designed to help workers understand their rights and responsibilities under the RBA Code of Conduct. In 2025, we reached out to approximately 2,800 workers, including subcontracted service providers at HP sites. Where supplier activities present heightened exposure to specific risks, workers may also receive targeted training modules focused on relevant provisions of the RBA Code of Conduct to increase awareness of those risks.
- **Occupational health and safety training for workers:** To strengthen EHS awareness, we developed training for workers, completed by over 10,500 participants through 2025. The training covers common workplace hazards, practical risk-control measures, and the hierarchy of controls, along with proper use of personal protective equipment (PPE). Delivered both online and offline, the program included interactive quizzes to reinforce learning and assess understanding. By combining theory with practical examples, the training empowers workers to recognize risks and take proactive steps to protect themselves and their colleagues.
- **CEPN's Chemical Safety Training on process chemicals:** In 2025, we partnered with the Clean Electronics Production Network (CEPN) to identify manufacturing supplier facilities in Vietnam that were willing to participate in the beta test of CEPN's Chemical Safety Training. This training is designed to deliver new resources, drive broader industry recognition, and build greater momentum around the critical work of safeguarding

workers from toxic chemical exposure. Four HP suppliers joined this initiative, which provided in-person training sessions for 50 frontline workers and live online training for 29 managers. HP is committed to undertaking collective action to protect workers throughout our global supply chain from exposure to hazardous process chemicals. See CEPN's [Toward Zero Exposure Report](#) for more information.

We evaluate the effectiveness of our capability-building and training initiatives through tools such as interactive quizzes, polls, and surveys, which are used to assess participants’ understanding and gather feedback. These mechanisms help inform continuous improvement of training content and delivery, and help refine future prevention and mitigation strategies.

Supplier accountability

Where risks are identified during [supplier audits or assessments](#), we work with suppliers to address findings and enact risk-mitigation plans. We require suppliers to provide a detailed Corrective Action Plan (CAP) 30 days after the receipt of the audit report (except immediate priority findings,⁴⁴ which are addressed expeditiously). Each CAP must include the root cause, immediate containment actions, and the planned corrective measures for all identified nonconformances.

Depending on the finding, the supplier will be given different timelines to report on progress and completion of the corrective action, varying from 30 days from the discovery of the findings to 180 days from the receipt of the audit report. HP supports suppliers throughout this process by reviewing CAPs, providing feedback to strengthen the effectiveness of their action plans, monitoring

progress, and, upon completion, requesting a closure audit to verify that the issue has been resolved. We also assess whether suppliers may benefit from capability-building programs and deploy tailored interventions to support long-term risk mitigation. HP keeps updated records of all CAPs and the progress against them to ensure continuous improvement. When progress is inadequate, we intervene to help create a more effective plan. See the [RBA VAP Standard](#) for additional detail.

Immediate priority findings are the most serious type of direct supplier nonconformance and require immediate action. In 2025, we identified three immediate priority findings, equivalent to 2% of findings on average for each initial audit and full re-audit of production suppliers. There were two issues related to the charging of recruitment fees, and one supplier withholding passports and charging recruitment fees. We required the issues to be addressed immediately and are working with the suppliers to complete remediation and implement corrective actions. Each of the three immediate priority findings have a CAP completed.

In 2025, audited suppliers show no nonconformances related to child labor risks, continuing this trend over five years. Our [Labor KPI Monitoring Program](#) also indicates 100% conformance to our expectations.

Accelerating performance through the Supplier Scorecard

Our Supplier Scorecard sets expectations, incentivizes, and drives improved performance through consistent, comprehensive, and actionable feedback. Periodically revised to reflect HP's increasing expectations and emerging regulations, this tool provides suppliers with scores that encompass audit and survey performance, capability-building programs, conflict minerals management, renewable electricity adoption and target setting, water consumption and GHG emissions target setting, material disclosure, and transparent performance reporting. Results are summarized across multiple dimensions and contribute to a supplier’s overall procurement score, which impacts the supplier’s relationship with HP and ongoing business. See [Production suppliers](#) for information about how we promote human rights and environmental best practices through the Scorecard.

Scorecards are discussed as part of regular business performance evaluations throughout the year, and suppliers demonstrating exceptional performance may realize benefits in their commercial relationship with HP. HP leaders within our Procurement Team are briefed on Scorecard results. We apply the Scorecard to suppliers representing 70% of our production spend.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - [Human rights due diligence](#)
- Advance Societal Impact
- Appendix

Preventing modern slavery

Modern slavery can manifest in multiple ways, including through debt bondage, forced labor, and human trafficking. To address the potential risks of modern slavery, we start with our own operations and suppliers while striving to collaborate more broadly in ways that drive positive change. We continually deepen our understanding of the social and economic factors that lead to labor concerns, and we focus on areas of risk where we can have the most influence. To promote long-term, scalable solutions, we collaborate with organizations and government agencies with local expertise.

Forced labor⁷⁹ remains one of the most pressing challenges in global supply chains. HP strictly prohibits forced labor and applies a combination of targeted prevention, mitigation, and engagement measures to address associated risks, underlying root causes, and to strengthen our supplier practices. See HP's [Modern Slavery Transparency Statement](#) for more information about our approach.

Responsible recruitment

We recognize the importance of responsible recruitment, and we are committed to the Employer Pays Principle, which means that our workers will not pay fees to obtain a job. All workers—and foreign migrant workers in particular—face heightened forced labor risks during the recruitment process due to challenges such as long-distance travel, separation from family and home, language barriers, and living and working in an unfamiliar environment.

We are committed to addressing these issues and to promoting responsible recruitment practices across our operations and supply chain. This commitment is included in our Human Rights Policy, Supplier Code of Conduct, and Foreign Migrant

Worker Standard, which also require that suppliers specify in their contract with recruitment agents the prohibition of charging fees to foreign migrant workers. Key actions in 2025 included:

- **Labor recruitment mapping:** Understanding our labor supply chain is essential to better identify the recruitment channels through which workers enter our ecosystem, the recruitment agencies and sub-agents used in the country of origin and destination, and the local recruitment and employment practices. We launched a recruitment mapping initiative with selected suppliers employing foreign migrant workers in high-risk sourcing countries. Using Verité's CUMULUS Forced Labor Screen, we analyzed recruitment channels, including agencies and sub-agents in both origin and destination countries, as well as employment practices. This approach has provided valuable insights into workforce profiles, recruiter networks, and recruitment conditions, enabling us to take proactive measures to prevent forced labor risks and strengthen responsible recruitment across our supply chain.
- **Worker rights awareness on responsible recruitment:** We developed worker-centric training on responsible recruitment to help workers identify their employment classification (e.g., foreign migrant worker, dispatched worker, or student worker) and associated risks. The training covers key workers' rights such as freely chosen employment, the prohibition of recruitment fees, and awareness of HP grievance channels. In 2025, this training was delivered to over 14,400 supply chain workers.

- **Tailored capability building to advance responsible recruitment practices:** We continued partnering with Embode, a leading business and human rights consulting company, to further advance responsible recruitment practices with selected suppliers through its Ganapati Initiative. This initiative's systematic and collaborative approach strengthens suppliers' capabilities for responsible recruitment and labor best practices over a 12-month period. Each supplier is assessed on its own strengths and challenges, and a collaborative action plan is designed and tailored to each supplier's needs. The consultant provides ongoing support to implement the action plan, which may include targeted training, advisory consultations, and practical guidance on integrating responsible recruitment practices internally.

Worker agency, wellbeing, and voice

Worker voice and engagement are essential components of HP's forced labor due diligence. Direct input from workers provides insight into recruitment practices, working conditions, and potential indicators of forced labor that may not be fully captured through audits alone. Worker voice initiatives complement other due diligence tools by helping identify risks early, validate findings, and inform targeted prevention and mitigation actions.

Engaging rightsholders with MillionMakers

MillionMakers is a human rights due diligence platform that leverages direct worker voice, developed by Bluenumber, Be Slavery Free, Unseen UK, and The Mekong Club. Since 2022, HP has used MillionMakers to strengthen our human rights due diligence program by identifying and addressing issues raised by workers across two of the identified potential risk locations in our supply chain: Malaysia and India.

Workers are uniquely positioned to help us identify forced labor and worker rights abuses. Over 2,000 workers have shared feedback through the platform, providing an additional perspective to inform HP's risk assessment efforts through direct worker voice data.

Through MillionMakers, workers can voluntarily participate by scanning a QR code and responding to a series of yes/no questions over a five-day period. Participation is anonymous, and no personal data is collected. Workers' responses are assessed against the ILO Indicators of Forced Labour related to working conditions. Importantly, workers retain data rights over the information they generate and, where they consent to license their data for use, are compensated accordingly. Worker privacy is protected through the anonymization and aggregation of responses, which are presented in dashboards reflecting worker sentiment against each ILO indicator, helping HP identify potential risks while building trust and encouraging transparency without fear of retaliation.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence**
- Advance Societal Impact
- Appendix

MillionMakers uses Bluenumber's digital identity technology to authenticate worker participation and validate the integrity of the data. It generates risk reports at both the site level and in aggregate across HP's value chain, and provides both HP and suppliers with summaries of findings and recommendations. Following completion of the surveys and analysis of results, HP reviews and approves an implementation plan to address identified issues, with particular focus on indicators related to modern slavery and forced labor. HP's Responsible Sourcing Team works with suppliers to define targeted CAPs, including clear remediation timelines, aligned with international labor standards.

Worker Wellbeing Surveys

HP's Worker Wellbeing Surveys help inform our understanding of worker experiences in our supply chain and improve engagement and collaboration with suppliers to promote positive working environments. The survey focuses on four key areas:

- Career progression and worker motivation
- Worker mental and physical health
- General engagement levels, such as worker satisfaction
- Respect and communication

Survey data is disaggregated by nationality to help identify specific needs and enable local human resources teams to better understand the support, motivation, and wellbeing initiatives required to ensure that workers feel secure and supported in their workplace.

In 2025, we conducted a worker wellbeing survey with 475 workers at one supplier site in Thailand. The site was selected through our risk-based due diligence

processes due to indicators associated with modern slavery risks. Based on the feedback received, HP provided the supplier with recommended improvement actions, including strengthening communication and grievance mechanisms and reviewing and enhancing anti-sexual harassment policies. These actions included refresher training for all employees to reinforce awareness and understanding of workplace expectations.

We also engage with rightsholders through our grievance mechanisms, providing ongoing channels for workers to raise concerns and inform prevention and mitigation actions.

Industry collaboration

In addition to our work to engage with rightsholders, we partner with external organizations and government agencies, including local organizations, to enhance our forced labor due diligence program. In 2025, we partnered with stakeholders including:

- **Truckers Against Trafficking (TAT):** TAT educates, equips, empowers, and mobilizes members of key industries and agencies across North America to identify and report potential human trafficking situations via calls to local law enforcement and human trafficking reporting hotlines. As a partner since 2016 and Gold Level sponsor of the organization, we also encourage our logistics providers to promote TAT training.
- **The Mekong Club:** The Mekong Club supports companies in creating sustainable approaches and practices to address modern slavery risks across the globe. As a member, HP has access to tools, resources, and consultations that strengthen our ability to identify and mitigate modern slavery risks. We also participate in working groups and

education sessions, collaborating with other companies on joint initiatives that address modern slavery risks in Asia, particularly in recruitment practices and the logistics sector.

- **Leadership Group for Responsible Recruitment (Institute for Human Rights and Business):** This multi-stakeholder initiative brings together companies and expert organizations to drive improvements in the recruitment of migrant workers and to promote responsible recruitment practices across business, the recruitment industry, and governments.
- **Responsible Business Alliance (RBA):** A multi-industry organization focused on strengthening responsible business conduct in global supply chains, including improving access to effective

remedy, deepening engagement with affected parties, and reducing the risk of forced labor in recruitment and employment. HP participates in the RBA Responsible Recruitment Working Group and is informed by RBA's practices and tools on responsible recruitment, including the Responsible Recruitment Program, the RBA [Practical Guide to Due Diligence on Recruitment Fees](#), and the RBA Migration Corridor Database, which uses third-party data to annually update data on average fees paid by workers in the most common recruitment corridors.

Our Forced Labor Due Diligence program also includes prevention and mitigation actions through our [supplier audits and specialized assessments](#) and [supplier accountability](#) processes.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - **Human rights due diligence**
- Advance Societal Impact
- Appendix

Our approach across the value chain

A key challenge for our human rights due diligence efforts is identifying and engaging affected stakeholders deeper within our value chain, particularly at upstream sourcing levels such as for minerals and recycled materials. At these stages, supply chains are often complex and dynamic, and HP is typically several stages removed, with more limited direct contractual or market leverage.

To navigate this complexity, we prioritize scalable and systemic approaches to managing our most salient human rights risks. We leverage collective action through multi-stakeholder initiatives and partnerships, collaborating with industry peers, expert organizations, civil society groups, and, where feasible, workers and affected communities. These collaborations reinforce our own sourcing practices as we embed insights and effective approaches into our efforts.

Responsible minerals

HP works diligently to avoid any potential association between the materials in our products and armed violence or human rights abuses. We employ industry-leading policies and monitoring practices and have broadened our vigilance beyond conflict minerals⁸⁰ to include a wider range of minerals and geographies.

Our extensive global supply chains provide significant leverage to influence our supplier behavior. Through collaborative efforts, HP is committed to responsible sourcing worldwide, including from conflict-affected and high-risk areas (CAHRAs).

Our policy framework

In 2025, we strengthened our commitment with an updated [Responsible Minerals Sourcing Policy](#), which defines our commitment to the responsible sourcing of minerals, including 3TG (tin, tantalum, tungsten, and gold), critical minerals such as cobalt, and other minerals upon request. The policy aligns with international standards such as the OECD Due Diligence Guidance and emphasizes human rights and environmental risk management. It cascades our responsible minerals sourcing requirements throughout the supply chain by requesting that all HP suppliers using in-scope minerals adhere to due diligence, utilize third-party-verified smelters and refiners, and collaborate to advance responsible sourcing practices.

Transparency and collaboration

While minerals such as 3TG and cobalt are rarely present in large volumes in any one IT product or by any one company, they are found in relatively small amounts in virtually all electronic products. We are typically four to 10 supply chain stages removed from the smelters that purchase the ores and process them into metals. To promote transparency, we partner with peers across the IT industry and respected industry bodies and programs to collectively engage the entire supply chain in responsible sourcing, regardless of origin.

HP supports retention of the U.S. conflict minerals reporting framework as an economic driver for smelters to responsibly source minerals in the Democratic Republic of the Congo (DRC) and surrounding countries. In parallel, we support the EU Conflict Minerals Regulation, which appropriately focuses on responsible smelter sourcing regardless of country of mineral origin, including CAHRAs worldwide.

We do not support de facto embargoes of minerals from the DRC and adjoining countries, or from other CAHRA regions. Instead, we use our leverage— independently as well as through cross-industry collaborations—to address issues and promote meaningful change. This focus helps to protect people in those regions while maintaining their economic opportunities. We actively collaborate with industry initiatives to foster accountability, protect communities, and preserve livelihoods.

Mitigating risks in our value chain

Promoting smelter best practices is one of the most direct ways that we proactively address minerals with potential risk entering the supply chain. We require our suppliers to source 3TG and cobalt for HP products from smelters that actively participate in a recognized third-party assessment program, such as the Responsible Minerals Initiative's (RMI) Responsible Minerals Assurance Process, or from 100% recycled sources. Presence on the RMI conformant list indicates the smelter or refiner (SOR) is in good standing through a continual validation process and that it has systems and processes in place to support responsible sourcing.

We designed our due diligence measures to conform with applicable portions of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (Third Edition, OECD 2016) and the related Supplements, which is an internationally recognized due diligence framework. The design of these measures accounts for HP's downstream position in the minerals supply chain, the OECD recommendations for downstream actors that have no direct relationships with SORs, and the use of independent assessment programs to provide information about SORs.

We promote responsibly sourced minerals in our supply chain by:

- Setting clear expectations in our [Responsible Minerals Sourcing Policy](#), [General Specification for the Environment](#), and [Supplier Code of Conduct](#), and cascading our requirements throughout the minerals supply chain.
- Assessing supplier responses using the RMI Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT), which offer companies common formats for sharing information about mineral sources with business partners and suppliers across the supply chain. We require corrective action from suppliers where needed and provide support as appropriate or upon request.
- Encouraging all smelters that purchase and process mineral ores to participate in independent third-party assessment programs.
- Supporting multi-stakeholder collaboration to establish secure, ethical mineral sources worldwide, including the CAHRAs and the DRC and its surrounding countries.

If any supplier reports an SOR that triggers one of our potential risk indicators, we work with the supplier to establish whether unverified material is potentially used in HP products. When we identify a risk of this occurring, we first communicate our expectations through the supply chain to encourage the SOR to participate in a third-party assessment program. If such efforts are not successful, we require the supplier to investigate alternative sources for the minerals that an SOR could source responsibly. If a supplier is nonresponsive, we leverage our procurement influence to drive accountability.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - [Human rights due diligence](#)
- Advance Societal Impact
- Appendix

SOR identification and reporting

In 2025, HP surveyed over 200 in-scope suppliers, which include final assembly and commodity suppliers of products and components containing 3TG or critical minerals, to identify smelters and refiners in our supply chain. We received responses from 100% of our in-scope suppliers. Each SOR reported was identified in at least one of the RMI CMRTs or EMRTs we received.

Each year, we file our Form SD and Conflict Minerals Report with the U.S. Securities and Exchange Commission (SEC), disclosing our due diligence efforts and results. See our latest [SEC Conflict Minerals Report](#) for more information and our performance details.

Building on our foundational program, we expanded our efforts beyond the scope of the U.S. Dodd-Frank Act. We have aligned our policy and approach to support our customers in meeting their obligations under the EU Conflict Minerals Regulation, and we have expanded our due diligence to include cobalt. In 2025, we published the [Cobalt Report](#) and [Smelter and Refiner List](#) to secure greater supply chain transparency.

In preparation for emerging regulations, including the EU Battery Regulation, we are expanding our program to cover nickel, lithium, and natural graphite. Our sourcing expectations are available in HP's Responsible Minerals Sourcing Policy and the [HP General Specification for the Environment](#).

Industry collaboration and stakeholder engagement

HP has made significant progress through our top-down approach to assessing our supply chain at the critical smelter and refiner level. We are committed to further addressing salient human rights risks beyond this level and at the source through industry collaboration, multi-stakeholder initiatives, and a bottom-up approach.

- **Responsible Minerals Initiative (RMI):** HP is a long-standing member of the RMI, one of the most respected and widely used resources for companies seeking to improve mineral sourcing practices, enhance regulatory compliance aligned with international standards, and support industry and stakeholder expectations. HP also proactively engages in several of RMI's working groups, such as the Due Diligence Practice Team and the Emerging Minerals Team, and we co-lead the China Smelter Engagement Team. In this way, we support industry change, engage with certain 3TG and critical mineral facilities directly, and aid the Responsible Minerals Assurance Process program.
- **Initiative for Responsible Mining Assurance (IRMA):** HP joined IRMA to engage with the mining sector beyond the smelter and refiner pinch point. Through IRMA, we support independent assessment of social and environmental performance at large-scale mining sites. IRMA's internationally recognized standard, developed in collaboration with a wide range of stakeholders, provides publicly available audit results that offer credible information to companies and civil society alike.

- **Alliance for Responsible Mining (ARM):** HP joined ARM, a global NGO based in Colombia, which works to empower artisanal and small-scale mining (ASM) communities by promoting social and environmental standards, fostering formalization, and integrating ASM into more responsible supply chains. In 2024, HP launched a pilot project purchasing Fairmined Credits equivalent to 4.25 kilograms of certified gold from mines in Colombia and Peru. The project, completed in August 2025, supported community-led initiatives on child welfare, education, and women's rights and economic participation. In Colombia, HP's contribution supported the reopening and six months of operation of a daycare program for 13 children with disabilities. It also created employment for two specialized women educators from the community. In Peru, HP's Fairmined Credits funded academic support for 32 students from mining communities, allowing them to enroll in pre-university preparation programs.
- **European Partnership for Responsible Minerals (EPRM):** HP is an active member of the EPRM, a multi-stakeholder initiative aimed at increasing the supply of responsibly sourced minerals from CAHRAs. EPRM funds pilot projects that have a direct, positive impact on the ground, helping improve conditions for mining communities and reduce human rights risks in these regions.

Recycling and end of life

While vital for sustainability efforts, the recycling industry presents significant human rights risks, particularly for vulnerable workers involved in waste collection and processing. Many of these workers are in the informal sector and face hazardous working conditions, low pay, and a lack of protection for risks such as child labor and violations of workers' rights. In regions with limited oversight, these risks are heightened, with potential exposure to unsafe working environments, exploitation, and health hazards due to poor safety standards and limited access to protective equipment.

To mitigate these human rights risks, it is essential that workers involved in recycling activities, particularly in the informal sector, are treated with dignity and respect, and that their livelihoods are protected. Tackling the complexities of these risks in the recycling sector requires industry collaboration, as no single organization can address these systemic challenges alone.

Advancing responsible sourcing in plastics recycling in Vietnam
To proactively engage and support improvement in this industry, HP is a partner and funder of [The Circulate Initiative's Responsible Sourcing Initiative \(RSI\)](#). RSI's [Harmonized Responsible Sourcing Framework for Recycled Materials](#) aims to create an actionable global standard for responsibly sourcing recycled materials. Through this framework and the multi-year implementation project in Vietnam, the implementation partners are working to expand the responsible sourcing of recycled plastics by engaging with local governments, waste management companies, and NGOs to create scalable solutions.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - **Human rights due diligence**
- Advance Societal Impact
- Appendix

The Vietnam implementation project undertook a baseline assessment in 2024, interviewing and assessing actors in all tiers of the value chain of the recycling company, including 18 informal waste workers. Findings were shared during an in-person workshop with the recycling partner and suppliers in the second, third, and fourth tiers. The workshop resulted in an actionable, scalable improvement plan that incorporated the agreement of all key stakeholders and included short-, medium-, and long-term solutions.

In 2025, the improvement and mitigation action plan was implemented across all tiers of the recycler's supply chain. This included capability building, development of policies and protocols, facilitation of access to health insurance, collaboration with financial institutions, and creation of a revolving fund. Between April and October 2025, 99 informal waste workers received training, 14 partners (buyers, recyclers, aggregators, and waste worker organizations) were engaged, 190 informal waste workers were provided with access to PPE, and 226 informal waste workers were supported with access to health insurance.

Building resilient value chains for ocean-bound plastics in Haiti

In 2025, we continued our work through the First Mile program with a recycler in Haiti that has been instrumental in converting ocean-bound plastics into high-quality recycled materials used in HP products since 2016. This partnership prioritizes the wellbeing of local waste collectors not only by providing safer working conditions and fair compensation but also by supporting the education of the waste pickers' children.

While recent civil unrest in Haiti has disrupted these efforts, we continue to work closely with First Mile, the recycler, local stakeholders, and NGOs to support the community's recovery and resilience, reinforcing the importance of rebuilding while addressing human rights challenges.

During 2025, this partnership has enabled 18 collection centers, including three that reopened, to remain operational in 2025, supporting around 200 collectors and workers with sustained income despite ongoing instability. From September 2025, the program doubled its collection volume, consistently collecting at least 10 tonnes of ocean-bound plastic per month. Expanded storage capacity and improved infrastructure, including shaded sorting areas and new equipment, have helped maintain operations and prepare for increased demand when the facility reopens.

Expanding responsible sourcing practices across recycling value chains in Vietnam and Brazil

In 2025, we also launched the First Mile program in Vietnam in collaboration with WORK and a local recycler. Through this initiative, HP, WORK, the recycler, its partners, and other actors across the value chain are advancing the establishment of robust management systems, along with new sorting methods and traceability practices. As part of this effort, we engaged with small-scale collection points (commonly referred to as "junk shops") and informal waste collectors who play a key role in the early stages of the recycling value chain. To date, eight junk shops have been assessed to better understand working conditions and operational practices, and 120 informal waste collectors have been identified for ongoing engagement and support. Monthly meetings and trainings are planned to expand responsible sourcing and improve working conditions across the value chain.

In Brazil, more than one million people work in the informal sector as pickers of recyclable waste. Since 2018, HP has partnered with the Inclusive Waste Recycling Consortium (iWrc), which now includes more than 50 cooperatives running one of the largest e-waste collection operations in the country (see video [here](#)). As well as increasing the sourcing of recycled content for HP, the program provides capability building for workers using a microlearning platform unique in the sector and provides content on health and safety, working conditions, financial education, and human rights.

In 2025, 1,250 tonnes of electronic waste were recovered, and the cooperatives have been paid a fair price, leading to increased income for waste workers within our supply chain compared to workers outside of the program. In total, over 1,600 workers (56% women) participated in the program in 2025, indirectly benefiting more than 9,100 livelihoods through their family members. See Circularity for more information about how we use recycled plastic.

Engaging with human rights defenders

Human rights defenders (HRDs) play a critical role in promoting and protecting human rights, often in high-risk contexts. They include activists, community leaders, journalists, and organizations working across civil, political, economic, social, and cultural rights, and they face significant risks globally, including threats, harassment, arbitrary detention, and even killings. These risks are particularly acute for marginalized groups, such as Indigenous peoples and children, who are increasingly targeted for their advocacy efforts on climate justice and human rights. Given the scale and complexity of HP's global value chain, addressing risks faced by HRDs requires collective initiatives to drive meaningful change.

Empowering Indigenous youth in Bangladesh and the Philippines

In 2025, we partnered with the Asia Indigenous Peoples Pact and the United Nations Development Programme (UNDP) Asia Pacific to implement the Indigenous Youth Empowerment Initiative in Bangladesh and the Philippines. Supporting Indigenous youth is vital to advancing human rights and climate resilience in communities facing disproportionate risks. By equipping young leaders with digital literacy, legal knowledge, and advocacy skills, the initiative strengthened local networks and empowered participants to assert their rights and drive positive change.

The project recruited 21 national and community youth volunteers as trainers who delivered digital skills, climate justice, and legal empowerment workshops in their communities. In total, over 250 Indigenous youth in Bangladesh and 130 in the Philippines participated in core training sessions, with additional outreach to more than 2,100 community members through workshops, boot camps, and advocacy events.

A peer-to-peer, train-the-trainer approach, supported by outputs such as 20 youth-led documentary films and localized training modules, helped cascade knowledge across local networks and sustain ongoing education and advocacy beyond the project's duration.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - **Human rights due diligence**
- Advance Societal Impact
- Appendix

Remediation and access to remedy

In accordance with the UNGPs, HP is committed to the remediation of adverse human rights impacts, including providing effective avenues for addressing and resolving those impacts.

Where we identify that HP has caused or contributed to an adverse human rights impact, we are committed to providing for or cooperating in its effective remediation through legitimate processes and taking action to prevent recurrence. Where we are directly linked to such an impact through a business relationship, we require our business partners to provide for or cooperate in its remediation. We work with responsible parties to assess conditions, implement corrective actions, and address adverse impacts, including through collaboration with peers, partners, and suppliers where collective remedy is appropriate.

HP's remediation framework encompasses a structured grievance mechanism and reporting systems that provide clear and accessible channels for affected workers, suppliers, and community members to raise concerns. In partnership with civil society organizations, we develop and operate processes that facilitate safe and transparent resolution of any rights-related concerns. We engage directly with rightsholders to understand what concerns they have, and we create feedback loops within the supply chain to inform them of activities arising from their feedback.

Grievance mechanisms

Robust grievance mechanisms are essential for identifying issues, supporting access to remedy, and offering a pathway to justice. Each grievance is treated with due diligence, and where warranted, CAPs are designed not only to resolve specific issues but also to prevent their recurrence. This approach ensures transparency and accountability while driving continuous improvement in human rights practices.

We maintain a strong culture of open communication and strictly prohibit retaliation against anyone who raises a concern or participates in an investigation, and we require the same from our suppliers and business partners. We offer multiple accessible channels for all employees and third parties, including workers in our supply chain and other possibly affected rightsholders, to ask questions or report concerns. Our grievance mechanism, the HP Reporting Platform, includes an online form; global and in-country, 24-hour, toll-free phone lines (available internally and externally) with translation; text messaging (in the United States); mail; and in-person reporting. Where allowed by law, we offer anonymous reporting options. In addition, concerns related to human rights may also be directed to humanrights@hp.com. These various channels enable equal access to and participation in our grievance mechanism, minimizing technical and financial barriers to access. We recognize that some workers may still face barriers in raising concerns, and we continue to refine outreach and engagement approaches to increase accessibility and trust.

An overview of our grievance mechanism and reporting channels is included in the annual [Integrity at HP training](#) for employees, and it is shared in capability-building training to enable suppliers' workers to effectively and promptly raise any concerns. In 2025, we continued to expand our supply chain grievance mechanism by partnering with a third-party service provider to implement a dedicated worker hotline at five additional suppliers in Thailand, bringing the total to seven since the program's launch in 2024. In China, our grievance mechanism was deployed across nine suppliers. To support these efforts, comprehensive, multilingual training was delivered in Thai, Burmese, Khmer, and Chinese to ensure accessibility and understanding for all workers. As of 2025, over 17,000 workers have direct access to these grievance channels.

Investigations triggered through these channels are handled by the appropriate internal teams depending on the nature of the concern. Ethics and compliance matters are managed by the HP Integrity Team, while potential human rights impacts in our operations or supply chain are overseen and managed by the HP Responsible Sourcing Team, often in consultation with legal or external human rights experts, when needed. All investigations follow a structured process designed to ensure consistency, confidentiality, and fairness. See [Reporting concerns](#).

Incident remediation

We track and assess allegations of potentially adverse human rights impacts that are brought to our attention within or outside of formal grievance processes and take appropriate actions promptly where allegations are confirmed.

Our goal is to ensure a consistent and effective response to incidents. Under HP's Human Rights Incident Management process, once we are aware of a potential incident or allegation, a case manager is assigned and an investigation takes place. Depending on the nature of the allegation, investigations can include document and policy reviews, management and worker interviews, desk-based research, and, where appropriate, site-level engagement by external auditors or third-party specialists. All high-risk incidents are immediately escalated to management and monitored through regular updates until remediation is confirmed. In 2025, we received a total of 989 formal contacts through our grievance mechanism.

Through HP's remediation process, complainants may expect a range of outcomes depending on the nature and severity of the issue raised. These may include reimbursement of recruitment or document-related fees; repayment of withheld wages or unpaid overtime; reinstatement or compensation where employment-related harm has occurred; corrections and strengthening of policies, systems, or management practices; disciplinary measures or mandatory retraining for supervisors; clearer communication of workers' rights; and improved nonretaliation protections.

Across all cases, HP seeks and requires its suppliers to provide timely updates, protect confidentiality where appropriate, and confirm that affected individuals understand the resolution and consider their concerns to have been addressed.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - [Human rights due diligence](#)
- Advance Societal Impact
- Appendix

Addressing modern slavery

In 2025, of the formal contacts received through our grievance mechanism:

- None were associated with the risk of modern slavery in our own operations.
- Two were associated with the risk of modern slavery in our supply chain.
- None were associated with the risk of child labor in our operations or supply chain.

HP investigated both modern slavery-related grievances in partnership with external experts. One supplier was found to have practices involving nonvoluntary overtime, and one supplier was found to have practices involving nonpaid overtime, in violation of the HP Supplier Code of Conduct (SCoC) and HP's Supply Chain Foreign Migrant Worker Standard.

We addressed these findings in accordance with our policies and procedures by requiring the supplier to cease the prohibited practices, implement valid overtime-consent procedures, incorporate clear requirements on voluntary and paid overtime into their HR policies, and conduct worker briefings to ensure workers understand that overtime must be voluntary and compensated. As part of our Human Rights Incident Management process, HP engaged with affected rightsholders to understand their experiences, gather feedback on the proposed corrective actions, and verify the effectiveness of remediation. As of the reporting date, one finding has been fully remediated and closed, and the other is in the process of being closed, with the supplier implementing the relevant corrective actions.

In 2025, beyond cases raised through our grievance mechanism, our broader due diligence processes identified 11 suppliers, located in China, Malaysia, Mexico, Singapore, and Thailand, that were found to have nonconformances associated with indicators of modern slavery.

Seven of these suppliers charged workers fees prohibited by HP's SCoC and HP's Supply Chain Foreign Migrant Worker Standard, including recruitment, passport renewal, and repatriation fees. Three suppliers—and two of the seven cited above—were found to have withheld wages and applied resignation procedures that resulted in partially issued and delayed final payments. One supplier was found to have practices involving nonvoluntary overtime and nonpaid overtime. These findings were in violation of the HP SCoC and HP's Supply Chain Foreign Migrant Worker Standard. We addressed these findings in partnership with the RBA, where applicable and in accordance with our policies and procedures, by requiring the suppliers to cease the prohibited practices, reimburse the prohibited fees, repay withheld wages, correct resignation and wage payment-related processes, as well as establish valid overtime-consent procedures and conduct worker briefings to ensure workers understand that overtime must be voluntary and compensated.

Once suppliers confirm they have completed the requested corrective action, HP—working in partnership with the RBA and external independent third-party experts—conducted verification activities tailored to the nature and severity of the findings. Such activities included document reviews, worker interviews, on-site visits, and other assessments necessary to confirm closure. As part of this process, HP and the RBA coordinated independent third-party verification of the total number of workers impacted and the amounts reimbursed. As of the reporting date, four of the previously mentioned findings have been fully remediated and closed, and seven are in the process of being closed, with suppliers implementing the relevant corrective actions, including finalizing outstanding repayments. HP has confirmed remedy to more than 1,300 workers in our supply chain, including over US\$0.69 million in fee repayments in FY25. Since 2018, HP has confirmed remedy to over 12,000 workers, including over US\$9 million in supplier repayments.

To reinforce timely and effective incident resolution across our supplier base, we integrate incident management expectations into our Supplier Scorecard. As a precondition for achieving sustainability-related scores, suppliers are expected to have no active, unresolved incidents. See [Accelerating performance through the Supplier Scorecard](#) for more information.

Regular engagement with a range of stakeholders and affected rightsholders, including workers, suppliers' workers (and their representatives), suppliers, industry partners, and civil society organizations, helps ensure that our approaches to grievance handling and remediation are responsive to the needs of those affected by our operations and supply chain. Through collaboration with external organizations and initiatives, we also support longer-term strategies to transform recruitment markets, strengthen access to effective remedy, and reduce the risk of forced labor across all stages of recruitment and employment. See [Preventing modern slavery](#) and [Industry collaboration](#) for more information.

12K+

workers have had remedy confirmed by HP since 2018, including over US\$9 million in supplier repayments



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - **Human rights due diligence**
 - Advance Societal Impact
 - Appendix

Tracking and implementing results

We monitor and evaluate our suppliers in multiple ways to understand performance, identify and address issues, and drive ongoing progress.

Insights from our due diligence activities—including policy implementation, prevention, mitigation, and remediation—inform ongoing actions to address risks and strengthen supplier practices. We track progress and assess outcomes to ensure that lessons learned translate into continuous improvement. This ongoing cycle of monitoring and adaptation reinforces accountability, improves transparency, and supports positive outcomes for workers, suppliers, and communities.

Suppliers representing 95% of HP's total production supplier spend have undergone social and environmental monitoring. This equates to around 51% of HP's production supplier sites being monitored.

Our approach to supplier monitoring and evaluation includes:

– **Supplier Self-Assessment Questionnaires (SAQs):** We request suppliers to conduct SAQs, which include detailed questions about social and environmental management and practices and are based on our SCoC. Insights obtained further help HP determine the prioritization for on-site audits and specialized assessments. [Learn more.](#)

- **Supplier audits:** We conduct both announced and unannounced supplier audits, as applicable, to measure and track conformance with all provisions of the HP SCoC in the areas of labor, health and safety, environment, ethics, and management systems. [Learn more.](#)
- **Specialized assessments:** Alongside our audit program, we identify and manage human rights risks efficiently and effectively with a wide range of assessments. [Learn more.](#)
- **Labor KPI Monitoring Program:** We collect data weekly from high-risk supplier sites on key issues such as working hours, days of rest, and student workers. This data supports our supplier collaboration efforts to drive ongoing improvement. [See results.](#)
- **Supplier Scorecards:** We use Supplier Scorecards to measure and incentivize supplier performance on a range of factors, including audit results and other performance metrics. Supplier Scorecards are revised periodically to reflect HP's expectations and emerging regulations, and to encourage continuous improvement. [Learn more.](#)

Audit and assessment results

In 2025, HP's supply chain footprint continued to evolve in response to shifts in international trade dynamics. These changes included adjustments to supplier relationships and production locations, such as the onboarding of new sites in additional geographies and expanded engagement with suppliers operating under diverse regulatory and labor market environments. As a result, across the 2025 audit cycle, supplier sites reflected varying levels of maturity in the implementation of HP's standards and requirements. Insights from audits were instrumental in informing our due diligence strategy, enabling targeted oversight, structured corrective action planning through our [supplier accountability](#) process, and focused [capability-building and training](#) efforts to drive performance improvement over time.

In 2025, we completed 396 audits of production suppliers, product reuse and recycling vendors, and nonproduction suppliers, as well as 26 other assessments of production suppliers. During the year, 92% of production supplier audits were third-party certified RBA Validated Assessment Program (VAP) audits.

Under the RBA VAP methodology, supplier performance is assessed on a 0–200 scale. Suppliers scoring between 160 and 180 are eligible for Silver certification, while those scoring above 180 qualify for Gold certification. HP considers scores of 160 or higher to meet expectations for supplier performance, while scores above 180 indicate performance that exceeds expectations. HP applies this approach consistently across its supplier base. In 2025, 44% of audited suppliers' facilities scored between 160 and 180, and an additional 28% scored above 180, making them eligible for Silver and Gold certifications, respectively.

Supply chain

During 2025, we completed 337 supplier audits. For most of our production suppliers, we conduct full audits against our SCoC. For nonproduction and product transportation suppliers, our audits may only cover SCoC sections relevant to their operations.

HP operations

In 2025, with certified auditors, we conducted 59 audits and assessments covering labor rights at HP-owned sites, including offices, manufacturing locations, and nonmanufacturing operations. HP sites are required to complete an annual SAQ to identify any risks. In addition, our manufacturing operations undergo RBA VAP audits every two years.

396

supplier and HP operations
audits completed in 2025



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - **Human rights due diligence**
 - Advance Societal Impact
 - Appendix

Overall, supplier performance across the 2025 audit cycle⁸¹ showed incremental improvement. In 2025, we expanded the scale of our audit program, increasing the number of initial audits and full re-audits from 171 to 206. The percentage of audited sites scoring above 160 increased from 70% to 72%, while the proportion scoring between 100 and 160 declined from 23% in 2023 to 21% in 2025. The overall average score increased from 161 to 162. In 2025, 27 audits were conducted at final assembly supplier sites. Of these, 67% scored above 160, 30% scored between 100 and 160, and 3% scored below 100. Commodity supplier sites accounted for 179 audits, with 73% scoring above 160, 20% between 100 and 160, and 7% below 100.

While most supplier performance remained concentrated in the higher-scoring bands, sites scoring below 100 indicate areas where additional engagement and targeted corrective actions are required to support alignment with HP's standards and requirements. In such cases, HP works closely with suppliers through regular one-to-one engagement to conduct detailed reviews of corrective actions, identify root causes, and closely monitor progress toward resolution. This engagement is designed to ensure that suppliers clearly understand identified gaps and the actions required to address them. Follow-up audits are conducted to verify closure of identified nonconformances.

During the year, 206 initial audits and full re-audits of production suppliers identified 1,059 other priority and major nonconformances, equivalent to 5.1 per audit on average.⁸² Five provisions (see table below) out of 50 total accounted for 55% of all major nonconformances identified. HP prioritizes these areas through targeted Corrective Action Plans and focused supplier engagement as part of its due diligence approach to cease, prevent, and mitigate adverse impacts.

Sustainability audits, 2025*

	Initial audits (initial evaluations of conformance)	Follow-up audits (addressing nonconformances identified in any Corrective Action Plans)	Full re-audits (comprehensive reassessments)
Product supply chain			
Production suppliers	63	90	143
Product transportation suppliers	0	0	0
Product reuse and recycling vendors	9	0	32
Nonproduction suppliers			
Suppliers supporting HP manufacturing (on HP premises)	8	4	31
Suppliers supporting HP offices (on HP premises)	3	0	0
Service suppliers (on third-party premises)	2	5	4
HP operations			
HP manufacturing sites	1	0	1
HP offices	0	0	0

* Audits of production suppliers and suppliers supporting HP manufacturing followed the RBA Code of Conduct (either 7.0.1, 7.1.1, 7.1.2, 7.1.3, or 8.0) audit protocols. We contract with Environmental Resources Management to audit product reuse and recycling vendors for conformance with the following policies and vendor standards: Export of Electronic Waste to Developing Countries Policy, HP Supplier Code of Conduct, and HP reuse and recycling standards. See Repair, refurbish, and reuse for details. Audits of nonproduction suppliers supporting HP offices, off-site third-party nonproduction suppliers, and HP offices were focused on labor, ethics, and management systems.

Production supplier specialized assessments, 2025

	2025
Fire safety assessments	10
Social assessments	11
Foreign migrant worker (FMW) Assessment/Specialized Validated Assessment Protocol (SVAP) on Forced Labor	5

Distribution of scores of initial audits and full re-audits*

	2023	2024	2025
>160	70%	63%	72%
100-160	23%	32%	21%
<100	7%	5%	7%
Average score	161	161	162
Number of initial audits and full re-audits*	171	172	206

* Data are from initial audits and full re-audits of production suppliers.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - **Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - **Operating responsibly**
 - Ethics
 - Anti-corruption
 - [Human rights due diligence](#)
- Advance Societal Impact
- Appendix

Distribution of nonconformances and findings by section of HP Supplier Code of Conduct, 2025*

	2025
Labor	47.2%
Health and safety	32.3%
Environmental	8.3%
Supply chain management	7.6%
Ethics	4.5%

* Includes immediate priority findings, nonimmediate priority nonconformances, and major nonconformances identified. Data are from initial audits and full re-audits of production suppliers conducted in 2025. Due to our two-year audit cycle and changes to HP's supplier base, data typically do not represent the same supplier sites as the previous year.

Findings with lowest rates of conformance of sites audited, 2023 and 2025*

Finding	Rate of conformance 2023**	Rate of conformance 2025**	HP's approach
Labor–Working hours	35%	35%	Excessive working hours remain one of the most pressing labor challenges in the industry across the supply chain. Among suppliers in our Labor KPI Program (103 at the end of 2025, representing approximately 89,300 workers), 98% met our requirements related to working hours in 2025, consistent with 2024 and 2023. Our requirements related to workers' days of rest were met by 99% of suppliers in the program, compared with 97% in 2024 and 99% in 2023.*** The year-over-year changes in conformance rates of these two categories indicate that our Labor KPI Program members (expanded by 3% in the number of suppliers) are continually working toward effective management of working hours and days of rest expectations.
Labor–Wages and benefits	56%	55%	In countries without a set minimum wage, the industry's prevailing wage applies. The most common issue in the industry in wages and benefits is suppliers not paying appropriate social insurance to their workers. Examples of corrective actions related to wages and benefits include maintaining documentation of pay stubs, employer contributions to worker insurance schemes, and worker communication.
Health and safety–Occupational safety	68%	62%	Nonconformances in this area primarily relate to documentation management, including maintaining records for all required training, certifications, and permits. Suppliers are responsible for establishing clear ownership and oversight mechanisms to ensure compliance. HP works closely with suppliers through targeted engagement, requiring defined action ownership, strengthening oversight practices, and promoting structured training and monitoring systems.
Supply chain management–Supplier responsibility	85%	68%	HP engages with suppliers to strengthen oversight of performance across their supply chains, including reinforcing mechanisms to ensure that gaps in alignment with the RBA Code of Conduct are effectively managed. Audit results indicate varying levels of supplier maturity, with some suppliers demonstrating established oversight and monitoring across their supply chains and others working toward achieving the same standard. In 2025, updates to the RBA Code of Conduct and audit criteria introduced enhanced expectations related to supplier responsibility.****
Health and safety–Emergency preparedness	62%	70%	Common nonconformances in this category include blocked exit doors, missing or poorly lit exit signs, lack of fire exit instructions, and missing or defective emergency equipment. We supplement our audits with specific health and safety assessments to ensure timely closure of all potential findings in this category.

* Data are from initial audits and full re-audits of production suppliers conducted in 2023 and 2025. Due to our two-year audit cycle and changes to HP's supplier base, data typically do not represent the same supplier sites as the previous cycle. Data refer to the RBA Code of Conduct 7.0.1, 7.1.1, 7.1.2, 7.1.3, and 8.0.

** Percentage of sites with no immediate priority findings, nonimmediate priority nonconformances, or major nonconformances identified.

*** The HP Labor KPI Program measures the performance of HP production lines at participating supplier facilities and not the overall performance of those facilities. In contrast, initial audits and full re-audits assess the overall performance of supplier facilities where other brands in addition to HP may also manufacture products.

**** Following updates to the RBA Code of Conduct and related audit criteria, some 2023 categories cannot be directly compared with 2025.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - [Human rights due diligence](#)
- Advance Societal Impact
- Appendix

Rates of conformance of sites audited, 2023 and 2025*

HP Supplier Code of Conduct section/provision	Rate of conformance of sites audited, 2023**	Rate of conformance of sites audited, 2025**
Labor	86%	79%
Prohibition of forced labor	91%	88%
Young workers	100%	98%
Working hours	35%	35%
Wages and benefits	56%	55%
Nondiscrimination/nonharassment/humane treatment	98%	96%
Freedom of association and collective bargaining	99%	99%
Labor Management System–Risk assessment***	95%	92%
Labor Management System–Control process***	75%	33%
Labor Management System–Communications***	96%	99%
Labor Management System–Performance review and continuous improvement***	99%	93%
Health and safety	86%	87%
Occupational health and safety	68%	62%
Emergency preparedness	62%	70%
Occupational injury and illness	88%	91%
Industrial hygiene	90%	92%
Physically demanding work	99%	98%
Machine safeguarding	94%	97%
Food, sanitation and housing	87%	93%
Health and Safety Management System–Risk assessment***	94%	95%
Health and Safety Management System–Control process***	75%	86%
Health and Safety Management System–Communications***	96%	82%
Health and Safety Management System–Performance review and continuous improvement***	99%	96%

HP Supplier Code of Conduct section/provision	Rate of conformance of sites audited, 2023**	Rate of conformance of sites audited, 2025**
Environmental	96%	96%
Environmental permits and reporting	98%	95%
Hazardous substances	86%	96%
Solid waste	98%	100%
Air emissions	92%	97%
Water management	98%	98%
Energy consumption and GHG emissions	98%	87%
Environmental Management System–Risk assessment***	95%	98%
Environmental Management System–Control process***	98%	96%
Environmental Management System–Communications***	96%	96%
Environmental Management System–Performance review and continuous improvement***	99%	97%
Ethics	99%	97%
Business integrity and no improper advantage	94%	100%
Disclosure of information	99%	100%
Intellectual property	99%	100%
Fair business, advertising, and competition	99%	100%
Protection of identity and nonretaliation	99%	100%
Privacy	99%	100%
Ethics Management System–Risk assessment***	95%	95%
Ethics Management System–Control process***	98%	97%
Ethics Management System–Communications***	96%	99%
Ethics Management System–Performance review and continuous improvement***	99%	95%



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- **Transform HP's Value Chain**
 - Overview
 - Climate resilience**
 - Climate resilience
 - Nature, biodiversity, and ecosystems
 - Water
 - Waste
 - Operating responsibly**
 - Ethics
 - Anti-corruption
 - Human rights due diligence**
- Advance Societal Impact
- Appendix

HP Supplier Code of Conduct section/provision	Rate of conformance of sites audited, 2023**	Rate of conformance of sites audited, 2025**
Supply chain management	95%	84%
Company commitment	99%	100%
Material restrictions	99%	100%
Responsible sourcing of minerals	100%	100%
Supplier responsibility***	85%	68%

* Data are from initial audits and full re-audits of production suppliers conducted in 2023 and 2025. Due to our two-year audit cycle and changes to HP's supplier base, data typically do not represent the same supplier sites as the previous cycle.

** Percentage of sites with no immediate priority findings, nonimmediate priority nonconformances, or major nonconformances identified. Data refer to the RBA Code of Conduct 7.0.1, 7.1.1.1, 7.1.2, 7.1.3, and 8.0.

*** Following updates to the RBA Code of Conduct and related audit criteria, some 2023 categories cannot be directly compared with 2025.

Communicating commitments

We communicate our human rights commitments and due diligence process in different forms, including in our public reporting, policies, direct engagements and consultations, and multi-stakeholder roundtables and collaborations.

Effective communication is a cornerstone of HP's human rights commitment. Our disclosures are informed by ongoing engagement with internal and external stakeholders and are designed to provide meaningful insight into how we identify, prioritize, and address our human rights risks across our value chain. We share updates on our policies, performance, and progress across the HP network –including with suppliers, customers, investors, and the public—ensuring stakeholders remain informed and able to provide feedback that drives continuous improvement.

In addition to this report, we disclose information about our supply chain responsibility and human rights performance through our annual [U.S. SEC Conflict Minerals Report](#), [HP Cobalt Report](#), [HP Modern Slavery Transparency Statement](#), [HP Norge AS Transparency Statement](#), and other human rights-related voluntary disclosures. We also provide tailored supply chain responsibility information to our customers and channel partners to support their own sustainability and human rights due diligence.

HP engages with internal and external stakeholders on human rights topics through the following channels:

- Executive management and leadership updates, including through the Human Rights Council
- Our website
- Social media posts
- Corporate statements and disclosures
- Public speaking events
- Mandatory employee training on subjects such as privacy and integrity
- Employee resources such as human rights websites, training, and tools
- Worker voice and wellbeing surveys (both for our own employees and for workers in our supply chain)
- Supplier portal (enabling supplier access to HP policies, the Supplier Code of Conduct, and other relevant information)

We aim to tailor language and terminology to align with each audience's needs and contexts. The Responsible Sourcing Team is multilingual (English, Mandarin, Cantonese, Malay, Thai, Spanish, German, and Italian, among others), allowing accessible and constructive engagement across regions.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

Advance Societal Impact

HP is expanding access to technology, digital and AI skills, and community enablement to prepare future workers.⁸³



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - **Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - **Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

Overview

ABOUT HP's vision for societal impact centers on preparing future workers. We strive to accelerate the Future of Work for 150 million people by 2030 through our programs and partnerships, including HP's Future of Work Accelerator, HP LIFE, and collaborations with high-impact organizations. In addition to powering our innovation and driving our long-term success, HP employees contribute to this vision through giving and volunteering. We are committed to fostering an inclusive and respectful workplace that attracts, retains, and advances exceptional talent and enables them to donate their time, resources, and talents.	HOW Accelerate the Future of Work for 150 million people by 2030	PROGRESS We have reached 82.4 million people since 2021	HIGHLIGHTS 2.1M additional disconnected individuals reached through HP's Future of Work Accelerator in 2025. Learn more. 4 new HP LIFE courses launched, including AI for Business Professionals and Professional Networking for Career Growth. Learn more. 352K hours contributed to local volunteer efforts by 24,630 employees in 57 countries. Learn more. US\$226M contributed by the HP Foundation and HP employees since the beginning of 2016.⁸⁴ Learn more.
---	---	---	--



Our workforce

- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - **Our workforce**
 - **Talent and skills development**
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - **Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

Talent and skills development

Nurturing and developing our people is essential to our efforts to transform and grow HP. We aim to be known for the innovators that we inspire and develop, as much as for the innovations that we create and deliver.

HP's employees' talent, ambition, and various perspectives fuel HP, and we are investing in future skill development and career growth opportunities through our long-term business strategy. Our objective is to attract, retain, and nurture the exceptional leaders of tomorrow, develop future workforce skills, and create robust pathways for talent development. We believe that our future success depends on creating an environment where our employees have opportunities to develop their potential and achieve their career ambitions.

To deliver on our objectives, we prioritize:

- Developing a strong pipeline of talented leaders ready to expand our business
- Ensuring the organization's skills are future-ready with impactful training and experiences
- Expanding our career experiences to enable employees to develop and advance their careers
- Managing performance and maintaining a culture of continuous feedback and improvement

Future-ready leaders

We develop HP's future leaders through a range of strategies and a portfolio of development opportunities that is informed by insights from our talent planning and assessment process.

In 2025, our key initiatives included:

- **Regular executive talent planning sessions:** We provided a platform for senior leaders to focus on enterprise-wide talent development to build a robust leadership pipeline. This comprehensive approach blended enriching learning experiences with exposure to external programs at top business schools and universities. It also included leadership assessments (including psychometric evaluations, 360-degree input, and behavioral interviews), executive coaching, job rotations, and immersive experiential learning. Central to these experiences were interactions with HP's most senior leaders, including the HP Board of Directors. In 2025, more than 300 executives took part in these leadership development initiatives.
- **Developing future general management leaders:** In 2025, through a nine-month Global Management Accelerator program, we enabled selected leaders from across global business units (GBUs) to learn and grow collectively, with the goal of fostering cross-GBU mobility and strengthening succession readiness for business roles managing cross-GBUs.

- **Growing management acumen:** Over 1,800 managers were trained on programs such as Feedback Skills for Managers and Coaching Foundations for Leaders in 2025. This training aimed to equip managers with enhanced skills to develop their teams to maximize performance, grow, and achieve their career goals, and we extended it to all managers through a series of blended learning offerings, including live in-person, live virtual, and self-paced formats. As part of our broader approach, we continued to provide access to additional toolkits and resources to support their development, including a 360-degree leadership assessment, coaching to accelerate leadership impact and personal growth, and team development tools to enhance collaboration and effectiveness.
- **Strengthening people manager leadership skills:** We supported over 255 new people managers to strengthen their leadership skills through the HP New Manager Development Journey—an ongoing learning program designed to support managers during their first year in a leadership role. The program is designed to combine access to an AI-enabled coaching platform for 12 months, immersive leadership labs, and scenario-based simulations that help managers practice real-life situations such as giving feedback, coaching employees, and managing challenging conversations. We also provide participants with access to leadership toolkits that reinforce on-the-job learning.

We focus on developing emerging talent by providing access to an extensive array of internal and external development programs aimed at speeding up career advancement. In 2025, more than 395 employees took part in development opportunities that best matched their career goals. These opportunities included:

- **HP Catalyst:** A nine-month program that uncovered and explored participants' authentic leadership style, cultivated community, and offered exposure to career and growth opportunities.
- **Business & Balance:** A 10-week program that helped employees unlock their potential and balance performance with wellbeing through virtual learning, coaching, and peer collaboration.
- **Emerging Leaders:** A 10-month program that focused on equipping future managers with essential management skills—coaching and feedback—to build career confidence, emotional IQ, and management readiness.
- **Formal coaching:** A six-month personalized coaching experience that helped leaders and individual contributors develop self-awareness, confidence, and leadership skills through one-on-one coaching and ongoing feedback.
- **Convergence Talent Summit:** A regional career empowerment and networking event that offered in-person sessions across seven core sites globally, with more than 310 total attendees. During these events, participants attended career development workshops and met with hiring managers and recruiters to explore their career aspirations.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development**
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

Skilled and future-ready employees

By developing technical and digital capabilities in automation, data science, services, AI, and software skills, we aim to fuel product and services development, technology innovation, and greater customer centricity. We have developed capability academies in services, marketing, finance, digitalization of work, sales, software development, and emerging trends in customer experience design. Employees can access a range of classroom and virtual learning solutions, including new advanced engineering and software learning resources, practical projects, and opportunities to solve business challenges.

In 2025, we focused on advancing technical and AI capabilities across the organization, including through:

- **AI Learning Academy:** Launched in 2025, this global initiative is designed to build and enhance employees’ confidence and skills in leveraging AI within HP’s business ecosystem. The program aims to accelerate AI literacy, enable data-driven decision-making, and foster innovation and operational excellence. By empowering teams with practical AI knowledge and tools, the AI Learning Academy supported the embedding of AI as a core capability across functions and roles, helping drive HP’s transformation and competitiveness in the digital era.
- **Ignite:** A development conference sponsored by the executive leadership team that, in 2025, was delivered to more than 5,000 employees. Key priorities for the event included AI upskilling for employees and coaching upskilling for managers, reinforcing HP’s commitment to continuous learning and leadership development.

The conference featured a blend of in-person and virtual workshops that fostered connection, engagement, and real-time application of learning.

As part of our broader approach, the Technical Leadership Academy continues to support the continuous development of our more than 18,000 technical employees. Working across a range of digital, information, and physical sciences, the initiative is designed to connect their expertise with business goals, enabling HP to translate technical innovation into customer value and strengthen our competitive edge. The program provides 11 HP employee communities, such as the Software Community and Data Science & Knowledge Discovery, with access to a range of classroom and virtual learning programs, practical projects, and opportunities to solve business challenges. Through affinity groups and virtual communities, we also enable connections among technologists based on technical capabilities and common interests.

To continue supporting employees’ development and access to learning opportunities, we provide cutting-edge courses in areas such as technology, business, and professional growth, enabling employees to build future-ready skills at their own pace. Through this initiative, HP reinforces its commitment to fostering a culture of lifelong learning, where every employee can explore, grow, and stay ahead in a rapidly evolving environment.

During 2025, an estimated 99% of employees participated in learning and development activities, with an average of 27 hours of development per employee.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - **Our workforce**
 - **Talent and skills development**
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - **Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
 - Appendix

Continuous learning and career progression

We offer our employees a wide range of development opportunities to support their career planning and progression. Through HP's Power Your Potential learning portal, employees can access personalized learning, including virtual, social, self-directed, mentoring, coaching, and face-to-face experiences. Alongside it, we offer a variety of collaborative learning experiences, connections to a network of subject matter experts, and a social learning platform that enables employees to integrate development into their daily routines. There are also opportunities for employees to attend conferences and seminars and to acquire professional memberships, accreditations, and certifications.

Across major HP sites, managers sponsor career development webinars, one-on-one career coaching opportunities, and career fairs. Additionally, in 2025, HP's Degree Assistance Program supported over 460 employees worldwide in pursuing higher education through various business and technical colleges and universities. Our commitment to internal career mobility remains a priority, with 38% of job vacancies filled by internal candidates.

In 2025, we continued to modernize how we discover and develop internal talent, based on skills and driven by technology, including through our AI-powered Career Hub. This platform is designed to offer employees personalized skill profiles and career suggestions, customized learning paths, and recommendations that support their professional goals, career ambitions, and future skill growth. This strategy aligns talent development with long-term business objectives and enables both managers and employees to increase transparency and enhance performance and growth.

Career Hub also helps our Talent Acquisition Team and business leaders speed up the process of identifying future skills needs. This supports a skills-based recruitment process, and the platform enhances the quality and speed of finding suitable internal and external candidates for emerging job roles.

Managers also play a vital role in empowering employees to develop their careers. Our Employee Guidance Tool assists managers in creating personalized development plans for each of their team members. These plans focus on skill advancement and new experiential opportunities to bolster performance and career mobility with a data-driven, skills-first approach.

Performance management and feedback culture

HP has a robust, feedback-based culture and approach to performance management. During 2025, 98.4% of eligible employees received multi-dimensional and objective-based performance evaluations. We also continued to strengthen Quarterly Conversations, which are performance conversations between managers and employees that provide timely feedback, guide career development, and improve performance consistency throughout the year. These structured discussions help managers deliver more robust coaching and support employees' career aspirations.

By fostering a culture of continuous feedback, agility, and scalability, HP continues to adapt to market demands while enhancing employee potential. This comprehensive approach aligns workforce development with business performance, promoting employee growth while supporting HP's long-term goals.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - **Our workforce**
 - Talent and skills development
 - **Compensation and benefits**
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - **Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

Compensation and benefits

We strive to value and reward our employees, driving better performance and attracting and retaining top talent. HP offers a comprehensive Total Rewards package that is both performance-based and market competitive.

Total Rewards includes salaries, bonuses, incentive programs, and a range of benefits designed to meet our employees' diverse needs while enhancing employees' and their families' wellbeing.

Most nonsales employees are eligible for HP's performance bonus. Funding for the HP bonus program is linked to company financial performance, and individual bonus payouts are based on employee performance. HP also offers equity to eligible nonofficer employees based on contributions to the company. The purpose of HP's equity program is to strengthen employees' alignment to company goals and encourage their focus on creating long-term value for stockholders.

Valuing and rewarding employees drives higher engagement and better performance. Compensation and benefits are reviewed periodically for market competitiveness.

Benefits programs vary by country to reflect local market practice and employee needs. Depending on location, these may include:

- Retirement and savings plans
- Healthcare benefits
- Mental health support
- Insurance protections (e.g., life and disability)
- Time-off programs (e.g., vacation,⁸⁵ holidays, parental leaves, injury/illness⁸⁶)
- Discount programs
- Flexible work arrangements
- Stock purchase plans
- Other benefits

Pay equity

HP strives to pay employees fairly. Our culture is rooted in values of integrity and respect—and fair pay is an important element of that. It also benefits our business by helping us attract and retain talented employees. We are committed to regularly evaluating our approach to employee compensation, conducting reviews of our practices, and making timely and appropriate adjustments to individual employees' pay as needed.

We believe that people should be paid fairly for their work, regardless of their gender, race, or other non-merit-based factors. To deliver on that commitment, we benchmark and set pay ranges based on relevant market data, and we consider factors such as an employee's role, experience, and performance.

We also regularly review our compensation practices, in terms of both our overall workforce and our individual employees, to ensure that our pay is fair and merit based.

Since 2016, HP has reviewed its compensation policies and practices with the support of independent third-party experts to ensure they are robust and fair. Going forward, we intend to perform these reviews at least annually as part of our ongoing commitment to fostering a global workforce that we fairly recognize and reward for their contributions to the company.

Executive compensation

The HR and Compensation Committee discharges the HP Board of Directors' responsibilities related to the compensation of our executives and directors, and it provides general oversight of our compensation structure, including our equity compensation plans and benefits programs. See page 77 of the [HP 2026 Proxy Statement](#) for details.

In accordance with U.S. SEC rules, we recently reported our CEO pay ratio for 2025. Our CEO's annual total compensation for 2025 was US\$23.1M. Our median employee's annual total compensation was US\$77,700, resulting in a CEO pay ratio of 297:1. For more details, including our calculation methodology, see page 90 of the [HP 2026 Proxy Statement](#).





Employee engagement

Employee feedback is a critical component of our journey to create a future-ready HP. We regularly collect feedback from employees to better understand and improve their workplace experiences and to identify ways to strengthen our culture.

In addition to an annual Voice Insight Action (VIA) survey, we regularly seek out employee feedback through a variety of pulse surveys and take action to address their ideas, suggestions, and concerns. We also continue to be certified as a Great Place To Work. We will conduct our next annual survey in the second quarter of 2026—as such, there are no survey results for 2025.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement**
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - **Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - **Health and safety**
 - Wellbeing
 - Inclusion and belonging
 - **Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

Health and safety

HP is committed to ensuring the health and safety of our employees and contractors, recognizing the importance of providing a safe working environment to support productivity and success. Through robust training programs, clear communication, and leadership engagement, we aim to ensure that our workforce understands and embraces their role in maintaining a safe workplace.

Developing management frameworks and standards

HP's Environmental, Health, and Safety (EHS) management system aligns with American National Standards Institute Z10 and ISO 14001 standards to drive EHS improvements. With a core operating principle of plan-do-check-act, we have established procedures for reviewing, modifying, and incorporating workplace EHS hazard processes into our EHS management system.

To continually develop our global EHS management system, we engage with and seek input from safety professionals, management teams, and partners across HP. We employ and train professionals to manage, monitor, and maintain our systems, with a responsibility to ensure they operate with minimal environmental impact. When an HP work-related health and safety incident occurs, supervisors are required to identify the root cause, develop and implement Corrective Action Plans, and track solutions to completion. Employees receive guidance to identify and report hazards, and channels exist to report hazards outside their immediate control, for action by facility teams.

We regularly measure our environmental performance and challenge ourselves when making annual improvement plans. All locations must proactively implement company-wide health and safety standards. Any new equipment and chemicals, along with any changes to the work environment, are reviewed for safety and environmental issues, and any issues are addressed accordingly.

All HP facilities have assigned technical EHS personnel, and our global EHS Team provides guidance and oversight. We ensure that our employees feel able to remove themselves from situations they believe are unsafe. Joint management-worker health and safety committees exist in some locations, and we regularly discuss relevant policies, processes, and regulatory compliance with employees.

Driving performance and continuous improvement

When feasible, we pursue environmental management certifications at HP-owned and -leased facilities worldwide. As of the end of 2025, 21 facilities, including all HP manufacturing sites, were certified to ISO 14001:2015 (the most recent version), with 18 as part of our global ISO 14001 certificate. Twelve facilities, including 100% of HP manufacturing sites, were certified to ISO 45001:2018 for occupational health and safety.

In 2025, about 2,680 employees and agency contractors took part in 23 instructor-led courses and completed over 29,600 sessions of web-based EHS training courses. Our training includes information about general workplace issues, as well as targeted information for specific roles.

Our EHS leadership team uses our global injury and illness reporting system to monitor worldwide and regional trends as part of quarterly reviews. Supervisors of employees who suffer work-related injuries are required to conduct thorough injury and illness investigations, working closely with EHS points of contact to assess serious or complex cases.

Our long-term objective is to achieve a zero-incident workplace, in which no employees or contractors experience any injury or illness resulting from their work. To achieve this commitment, we focus on continuous improvement, actively monitor safety performance metrics, and implement corrective actions where needed.

In 2025, we achieved a global lost workday case rate of 0.04 and a total recordable incidence rate of 0.11,⁸⁷ compared with 2024 average rates of 0.06 and 0.12, respectively, in the North American Industry Classification System (NAICS) U.S. Computer and Peripheral Equipment Manufacturing industry (NAICS Code 33411).

While our manufacturing facilities continue to present greater health and safety risks, we remain focused on reducing and effectively managing risks to maintain low injury rates. We implement programs that address common hazards at our sites, such as ergonomic issues, slips, and falls. Furthermore, we use the hierarchy of controls framework for managing existing hazards. We also prioritize the safety of HP employees working beyond our facilities—such as field service technicians visiting customer sites—by providing training and related testing on issues such as safe vehicle operation and proper lifting techniques. Per GRI 403-9 definitions, HP had one (Rate: 0.002) high-consequence work-related injury (excluding fatalities) during calendar year 2025.

Systems are in place for employees and contractors to report EHS incidents and concerns promptly. Additionally, we prioritize open communication and actively consult with workers and their representatives on occupational health and safety matters.

During the reporting period, the company recorded zero EHS violations and paid no EHS-related fines or penalties.

See a detailed breakdown of our [injury and illness rates](#).



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

Wellbeing

The holistic wellbeing of our employees is vital to HP's success.

Our Well Beyond employee wellbeing program is designed to serve the needs of our evolving workforce and culture through opportunities for employees to prioritize wellness across five pillars of wellbeing: emotional, financial, life balance, physical health, and social and community. In 2025, 84% of eligible employees in the United States and 62% worldwide enrolled in Well Beyond.

Throughout the year, we encourage healthy behaviors across the five pillars through regular communications, educational sessions, voluntary progress tracking through the [Personify Health app](#), personal challenges, and other incentives. In the United States, for example, employees and their spouses or domestic partners can receive annual incentives of up to US\$600 each for activities such as completing a Wellness Assessment and tracking healthy activities.

Our Thrive in '25 campaign, deployed during the year, offered HP employees the tools, support, and motivation to improve their wellbeing. At the beginning of the year, employees completed the Wellness Assessment, which created a personalized wellbeing plan, supporting them to achieve their goals. In 2025, the Wellness Assessment was completed by about 12,100 employees globally. Throughout the year, a series of events and benefits, such as Personify Health incentives, the Global Wellness Challenge, and Financial Wellbeing Month, were offered as part of the program to encourage employees to prioritize their health and wellness.

Through our wellbeing vendors, we offer an array of programs, activities, and virtual gatherings, as well as enhanced benefits and resources, to support wellbeing. Offerings include sessions focused on the science behind mindfulness and educational sessions with our medical consultants.

Emotional

- We continue to integrate mental and emotional health into all aspects of our wellbeing programs. Via quarterly wellbeing newsletters, we promoted employee resources to reduce stress and increase resilience. We also published a global story in honor of World Suicide Prevention Day that highlighted the importance of checking in on one's own mental health and of providing hope and support for others.
- Headspace is an award-winning, research-backed meditation and mindfulness app that HP offers to employees and their family members. In 2025, more than 21,500 employees and over 5,500 family members were enrolled.

Financial

- HP's Financial Wellbeing campaign highlighted the resources we offer to support employees with managing debt and building wealth through savings, perks, and one-to-one counseling, with the ultimate goal of helping HP employees achieve financial security. More than 1,300 employees in the United States participated in our Well Beyond Financial Wellbeing Month activities in 2025. We also offered a global Build a Better Budget webinar in partnership with Fidelity that more than 600 employees attended live.

Life balance

- In 2025, we offered employees "Me Day," a fully paid day for all employees to focus on their wellbeing. To promote the importance of taking this day, as well as time off throughout the year, we published a global story highlighting tips for stepping away and returning recharged.

Physical health

- As part of our Global Wellness Challenge in May 2025, 860 employees were newly registered on the Personify Health platform, through which we provide access to digital coaching and a wide range of health and wellbeing content. More than 17,100 employees joined the Global Wellness Challenge, forming approximately 3,600 teams across 56 countries.
- During the Global Wellness Challenge, employees registered over 5.8 billion steps through our Well Beyond platform, equivalent to about 8,122 daily steps per participant.

Social and community

- HP continues our commitment to helping employees nourish connections with fellow colleagues and the world around us. Through organized groups such as the Global Wellbeing Ambassador Program, Recognition Program, and Business Resource Groups, HP helps employees feel more fulfilled, motivated, and understood.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - **Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - **Inclusion and belonging**
 - **Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
 - Appendix

Inclusion and belonging

Innovation at HP comes from the different perspectives, backgrounds, knowledge, and experiences of our employees that make up our globally connected workforce.

We strive for an inclusive environment where employees can be their authentic selves at work, to empower them to reach their full potential, and to contribute to our collective success. We aim for a workforce that is responsive to the marketplace, driving innovation to meet its evolving needs.

Our strategy embeds a culture of inclusion and belonging across all parts of our business and functions. Supported by leadership, the company's global inclusion and belonging strategy is guided and influenced through collaborative efforts that focus on locally implemented processes while ensuring organizational consistency with policies, practices, and services. Programs, strategic partnerships, and Business Resource Groups are key components of our strategy to attract, connect, and retain talent and provide an environment where employees feel valued, respected, and able to innovate.

The HP Global Best Work Environment Policy is the foundation for a positive culture of inclusion, belonging, and respect; it includes the [Global Harassment-Free Work Environment Policy](#), [Global Non-Discrimination Policy](#), and [Open Door Policy](#).

Attracting and cultivating talent

HP is at its best when we are able to attract the brightest minds. We focus on fostering a culture of belonging.

Our recruitment strategy is designed to help us reach individuals with a broad spectrum of experiences, perspectives, and backgrounds, allowing us to hire the best candidates. We are expanding our hiring and creating new pathways to include nontraditional routes to employment, including removing four-year degree requirements for some roles and securing talent from apprenticeships, transitioning veterans, community colleges, people with disabilities, technical school graduates, and those returning to the workforce. See [Expanding opportunity in technology](#).

We continue to prioritize creating opportunities for employees by ensuring responsible and fair practices, and providing training, growth, and development opportunities.

Business Resource Groups

HP's Business Resource Groups (BRGs) are employee-led communities that create spaces for connection, culture, shared purpose, and bring our global inclusion and belonging strategy to life. Open to all employees, BRGs strengthen our sense of belonging by fostering community, driving cultural awareness, and hosting moments that bring people together across regions, teams, and backgrounds.

In 2025, we supported 127 BRG chapters across 35 countries, representing a wide range of global communities. Each BRG uses a global-local model with dedicated leaders, such as global chairs, co-chairs, and communications and finance officers, helping these communities thrive in ways that matter locally.

BRGs continue to shape HP's culture through community-building and social impact. In 2025, our BRGs hosted over 300 cultural and community events worldwide, partnering with nonprofit

organizations and helping to deepen HP's commitment to global citizenship and community engagement. In recent years, our BRG strategy has also been recognized externally for advancing inclusion and belonging through creative branding, community impact, and strong alignment with business outcomes.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - **Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - **Inclusion and belonging**
 - **Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

Fostering an inclusive supply chain

Our commitment to fostering an inclusive supplier base is rooted in our core values while driving innovation, strengthening our business, and supporting local communities.

We are committed to strengthening our partnerships with small businesses by providing them with opportunities to participate in our supply chain, access new markets, and grow their capabilities. By collaborating with suppliers of all sizes, we create a more agile and competitive ecosystem that benefits not only our business but also the broader economy.

Expanding opportunity in technology

Our commitment to expanding access to economic opportunity includes promoting inclusivity in technology and engineering. Through long-standing partnerships and engagement, we aim to inspire talented individuals to explore training and careers in these industries regardless of background—unlocking innovation and making a positive impact in our communities. We engage with a wide range of leading industry organizations and conferences, including:

- Disability:IN
- Hiring Our Heroes
- myGwork
- National Society of Black Engineers (NSBE)
- Seramount
- Society of Hispanic Professional Engineers
- Society of Women Engineers

HP aims to inspire more members of our communities to explore education and careers in science, technology, engineering, and mathematics (STEM) by supporting organizations such as [Girl Rising](#) and partnering with historically Black colleges and universities (HBCUs). In 2025, our HBCU Partnership Program continued to include an on-campus engagement plan with the Atlanta University Center Consortium (AUCC), Morgan State University, and the NSBE Region V Fall Conference.





Connecting communities

- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator**
 - Social impact and volunteerism
- Appendix

Technology accelerator

In a rapidly evolving world, access to technology and skills is essential for economic opportunity.

As we strive to accelerate the Future of Work for 150 million people by 2030, our strategy is designed to shape the Future of Work, power the future worker, and harness the unique capabilities of HP and the HP Foundation in support of disconnected communities globally. We define disconnected communities as those that lack access to the technology, skills, and economic opportunities needed to participate and thrive in an increasingly digital world.

Our programs—including HP's Future of Work Accelerator and the HP Foundation's HP LIFE—are essential to our efforts, as are partnerships with organizations such as Girl Rising, Goodwill, Mission 44, Real Madrid Foundation, World YMCA, and others. Through 2025, we continued to make significant progress toward our goal, reaching 82.4 million people by the end of the year.

By supporting high-impact organizations that are breaking down barriers and advancing the Future of Work, we can help develop tomorrow's workforce by fostering the skills they need today. Our initiatives give livelihood seekers critical digital and AI skills, help students discover new possibilities and careers, and connect communities to opportunity. We carefully monitor our progress, ensuring that our impact aligns with HP's commitment to rigor and transparency.

Future of Work Accelerator

In an increasingly digital world, people without access to technology and the skills to use it are often locked out of economic opportunity. HP's Future of Work Accelerator helps scale the impact of organizations that are working to change this across the globe.

We provide US\$100,000 in funding, HP technology and solutions (valued at US\$100,000), and a six-month virtual training program to participating organizations. Delivered in partnership with MIT Solve and Global Impact Advisors, we seek out organizations with proven initiatives, and in 2025, we sharpened our focus on those that help people leverage AI and other critical skills so they can thrive in the Future of Work.

In 2025, we selected eight organizations across Greece, Indonesia, Nigeria, and Spain, expanding access to technology, digital literacy, and AI for 203,100 disconnected individuals.² Since 2022, the Accelerator has served 35 organizations across 13 countries, helping them reach an additional 11.3 million people.

Learn more in the Future of Work Accelerator's [2025 Impact Report](#).

11.3M
additional disconnected individuals
reached through the Future of Work
Accelerator since 2022²

HP's theory of change

Accelerate the Future of Work
for 150 million people by 2030

Our strategy

- Shape the Future of Work
- Power the future worker
- Harness the unique capabilities of HP and the HP Foundation

We accelerate access to:

- Technology and solutions
 - AI and workforce-ready skills

To power the future worker, targeting disconnected:

- Young people
- On-demand workers
- Micro and small businesses

Ensuring greater access to:

- Economic opportunities



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism
- Appendix

YMCA

YMCA is committed to empowering young people and communities to create a just and inclusive world. Since 2022, HP and YMCA have partnered to prepare future workers around the globe by expanding access to technology and digital skills. In 2025, our range of initiatives reached 1.4 million people.

Together, we have established more than 528 Digital Hubs across 24 countries. Leveraging HP's technology and YMCA's community-based programs, these centers equip disconnected communities with the tools they need to thrive in the Future of Work. In 2025, we launched new Digital Hubs in France, Greece, Slovakia, Ukraine, and the

United States. We also launched a Hubs in Schools pilot project in seven countries across Europe to encourage digital literacy and inclusion and belonging within schools.

Complementing our Digital Hubs initiative, we drive progress through:

- **Content integration:** YMCA programs are integrating HP LIFE—the HP Foundation's free business and digital skills training program—to supplement learning worldwide, impacting over 2.1 million people since 2022.

- **Product donations:** Through HP HOPE—our global device donation program—we extend the life of end-of-use devices by refurbishing and redeploying them to disconnected communities. Since the start of the partnership in 2024, we have donated 2,215 devices to YMCA, improving access to essential technology for 279,860 young people across 24 countries.
- **Outreach and engagement:** Through HP IDEA, hundreds of educators in Colombia and Moldova completed training on digital pedagogy skills in 2025. We also expanded youth-led and community-driven programs related to digital literacy in Azerbaijan, Brazil, Colombia, Indonesia, Jordan, and the United Kingdom.
- **Volunteerism:** HP staff engage as volunteers, sharing their expertise to mentor and support YMCA participants worldwide.



1.4M

total beneficiaries in 2025

520+

Digital Hubs globally

HP LIFE

The HP Foundation provides business and digital skills training free of charge for students, entrepreneurs, and lifelong learners worldwide through HP LIFE. Accessed online via the HP LIFE platform, in-person through our world-class partners, or through the HP LIFE mobile app, the program enables individuals to learn core business concepts and the skills needed for the Future of Work, whether they want to enhance their education, start a business, or secure a better job. It is also an adaptable educational resource used by trainers, educators, and mentors.

HP LIFE offers more than 30 free courses in eight languages, along with free completion certifications, digital badges, and “train the trainer” tools. Since 2016, learners across more than 200 countries and territories have completed over 4.8 million HP LIFE courses. In 2025, we expanded our content with four new courses, including AI for Business Professionals and Professional Networking for Career Growth.

All courses are compliant with Web Content Accessibility Guidelines 2.1, and offline capabilities are offered through the HP LIFE mobile app, increasing flexibility and supporting learners in areas where connectivity is limited.

Learn more about HP LIFE.

2.5M

HP LIFE users enrolled since 2016



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- **Advance Societal Impact**
 - Overview
 - Our workforce**
 - Talent and skills development
 - Compensation and benefits
 - Employee engagement
 - Health and safety
 - Wellbeing
 - Inclusion and belonging
 - Connecting communities**
 - Technology accelerator
 - Social impact and volunteerism**
- Appendix

Social impact and volunteerism

HP is a technology company born of the belief that companies should help make the world a better place.

Since our founding in 1939, we have built a proud history of philanthropic activity. Using our passion, scale, and technology, we seek to make meaningful contributions to communities around the world.

We contribute cash and products while partnering with the HP Foundation⁸⁸ and our employees on volunteering and giving for causes that align with our values and our vision for the Future of Work. We focus on:

- Technology-enabled education and skill-building to prepare individuals for the Future of Work
- Additional enablement and support for disconnected communities
- Environmental stewardship, resilience, and disaster recovery

In 2025, we made US\$10.2 million in cash and product contributions and US\$13.5 million in HP Foundation cash contributions.

US\$226M

contributed by the HP Foundation and HP employees since the beginning of 2016⁸⁴

Employee volunteerism

By contributing their talent, passion, and innovative spirit, HP's employees create meaningful change in their communities. In collaboration with local organizations, they support programs and initiatives that help prepare people for the Future of Work.

In 2025, around 24,630 HP employees contributed 351,700 hours to local volunteer efforts in 57 countries. Equivalent to US\$25.7 million in value for nonprofits,⁸⁹ this represents an approximate 10.5% increase in value over 2024—and 1.96 million hours volunteered since 2016.

HP employees are eligible for four hours of paid volunteer time per month. In 2025, their efforts included:

- **Preparing the next generation for the Future of Work:** CareerVillage.org is a nonprofit online platform dedicated to helping young people become career-ready. HP employees provided on-demand advice to students exploring career paths and job entry strategies. In 2025, 715 HP volunteers shared 1,500 pieces of advice, achieving over 2.55 million reads worldwide.
- **Preparing the tech leaders of tomorrow:** CodePath is a nonprofit organization focused on creating the first AI-native generation of engineers, CTOs, and founders. During HP's 40 Days of Doing Good initiative, more than 75 HP employees partnered with CodePath students for impactful one-on-one resume reviews and career coaching sessions.

- **Teaching AI innovation to students:** At Dalian No. 17 Middle School in China, HP employees hosted an "AI & Coding in One Hour" event to inspire interest in technology. Over 60 volunteers engaged 300+ students and teachers through an AI innovation class, interactive Q&A, GPT demonstrations, and a coding workshop.

1.96M

employee volunteer hours since the beginning of 2016, including 351,700 in 2025

Disaster recovery and resilience

HP, our employees, and the HP Foundation provide financial support for communities affected by natural disasters and emergencies.

In 2025, we gave disaster relief funding to assist those affected by wildfires in California and South Korea, floods in Spain and central Texas, and an earthquake in Thailand. The HP Foundation continues to be a member of the American Red Cross Disaster Responder Program, a partnership that supports disaster relief by investing in emergency preparedness resources before they are needed. During the year, we worked with strategic partners, including the American Red Cross, and other local in-country Red Cross chapters.





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Appendix



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - **About this report**
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

About this report

Since 2001, HP Inc. has provided in-depth information on environmental and social progress to key stakeholders, including current and prospective employees, customers, industry analysts, and investors. Welcome to our 25th annual update: the 2025 HP Sustainability Progress Report.

- To determine the content included in this report, we considered:
- Recognized standards, frameworks, and global sustainability context, including the [Global Reporting Initiative \(GRI\)](#), the [United Nations \(UN\) Guiding Principles on Business and Human Rights](#), the [UN Global Compact](#), the [UN Sustainable Development Goals](#), and the [International Sustainability Standards Board \(ISSB\) International Financial Reporting Standards \(IFRS\) Sustainability Disclosure Standards](#).
 - Engagement with a range of stakeholders, including employees, investors, suppliers, customers, peer companies, public policymakers, industry bodies, NGOs, and sector experts.
 - [Sustainability material topics](#) from our latest sustainability materiality assessment, conducted in early 2024.

Report scope

- Published in May 2026, the 2025 HP Sustainability Progress Report details our sustainability strategy, targets, and progress. HP assumes no obligation to update this report after its publication. Unless otherwise noted, report content:
- Includes HP's headquarters and 100% of HP's global business operations and/or revenue—except Apogee, CyberCore, and Simpress, independent subsidiaries of HP—unless otherwise stated
 - Encompasses fiscal year (FY) 2025 (November 1, 2024, through October 31, 2025)
 - Reflects data for the year ended October 31, 2025

Additional notes on report data and metrics

- Years mentioned refer to HP's fiscal year, unless otherwise noted.
- Collecting data from more than 100 sites globally and from our supply chain is complex, and the process can vary by issue, business unit, function, and geography. As a result, company-wide metrics can be challenging to define and implement. We continue to standardize our measurement systems and metrics.
- Most metrics in the report have been rounded to aid readability. In some cases, segments do not add up to the total due to rounding.

- Assumptions are utilized when estimating Scope 3 greenhouse gas (GHG) emissions, product energy consumption and resulting GHG emissions, the percentage of HP products that are recycled, and other metrics. Where appropriate, we provide context for data to help readers understand limitations and draw appropriate conclusions.
- Metrics in the report that use tonnes as a unit of measure refer to metric tonnes (1,000 kilograms), not U.S. tons.
- To provide comparative information, HP reports historical data from the previous year or the baseline year. Adjusting comparative information for one or more prior periods to achieve comparability with the current period can be impracticable in certain cases. If comparative information cannot be provided, it is indicated to help readers understand the limitation.
- Circumstances exist in which data cannot be collected on time due to various reasons. Report data may contain estimates in order to report complete and representative numbers. HP provides the most accurate data based on the information available.
- After the report publication, new data may become available. Such data is beyond the scope of this report, which represents HP's best understanding of its data at the time of publication.
- Forward-looking statements reflect approaches, goals, and priorities established by HP. This content was set in consultation with internal—and in some cases external—stakeholders, and considers leading corporate practices.

Contact

Feedback is important to us. Please provide any comments or suggestions for our sustainability strategy or 2025 HP Sustainability Progress Report by emailing sustainability@hp.com.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Appendix

Data

Circularity

	2023	2024	2025
Circularity for products and packaging* (%)	40%	43%	47%
Recycled content plastic in HP products** (tonnes)	34,400	48,800	54,200
Recycled content metal in HP products*** (tonnes)	5,700	10,100	10,800
Recycled fiber in HP-brand paper and packaging† (tonnes)	93,000	93,200	91,500
Renewable fiber‡ in HP-brand paper and packaging† (tonnes)	198,200	198,500	217,900
Reused products and parts (tonnes)	5,800	6,200	6,600

* Percentage of HP's total annual product and packaging content, by weight, that came from recycled and renewable materials and reused products and parts. 2023 and 2024 data do not include the following products or packaging for these products: some personal systems accessories and print accessories sold separately.

** Recycled content plastic in HP products is postconsumer. Although there is recycled content in some plastic packaging, it is not included in these data because we are working to improve the data collection process.

*** Recycled content metal in HP products is a mix of certified preconsumer and postconsumer.

† Packaging data is based on supplier reporting that states the material is recycled or certified. This data is based on fiscal year 2024 supplier self-declarations because HP's data collection process is being improved to align with increased reporting criteria for regulatory compliance. Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D products, scanners, personal systems accessories, and spare parts is not included.

‡ This material is renewable. As defined in the Global Reporting Initiative (GRI) Sustainability Reporting Standards, renewable material 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."

HP materials use in products and packaging* (tonnes)

	2023	2024	2025
Electronic products	534,800	534,500	494,200
Metal	136,300	138,000	121,000
Plastic	189,600	185,900	175,100
Other**	208,900	210,600	198,100
Paper	172,200	174,000	188,900
Packaging	133,300	131,300	131,000
Total	840,300	839,800	814,000

* 2023 and 2024 data do not include the following products or packaging for these products: some personal systems accessories and print accessories sold separately.

** For 2023 and 2024, includes wires/cables, PCAs, LCDs, batteries, the weight of ink and toner in cartridges, the total mass of refurbished whole products and parts, supplies, memory devices, and thermal components.

Postconsumer recycled content plastic used in HP products* (tonnes)

	2023	Percentage of total plastic use, 2023	2024	Percentage of total plastic use, 2024	2025	Percentage of total plastic use, 2025
Personal systems	11,200	27%	13,200	30%	12,500	31%
Home and office printers	16,500	14%	28,700	26%	35,400	33%
Original HP ink cartridges	4,000	48%	3,800	48%	3,300	48%
Original HP and Samsung toner cartridges	2,100	13%	2,400	14%	2,600	18%
Large-format and industrial printers	500	14%	700	19%	500	12%
Total*	34,400	18%	48,800	26%	54,200	31%

* Segments for some years do not add up to total due to rounding.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data**
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Product repair, reuse, and recycling*

	2023	2024	2025
Overall			
Number of countries and territories with HP return and recycling programs**	77	77	77
Total reuse and recycling of hardware and recycling of supplies (tonnes)	118,400	117,100	117,900
Percentage of total volume of hardware products and materials taken back that was reused or recycled by HP or by a third party (%)	86%	88%	87%
Repair and reuse			
Electronic equipment repaired (units)	5,581,000	5,797,000	4,745,000
Electronic equipment reused*** (units)	1,840,000	1,856,000	1,931,000
Electronic equipment reused*** (tonnes)	5,800	6,200	6,600
Overall reuse rate of relevant HP hardware sales worldwide† (%)	1.1%	1.3%	1.3%
Recycling			
Total recycling of hardware and supplies (tonnes, approximate)	112,600	110,900	111,300
Overall recycling rate of relevant HP hardware sales worldwide†† (%)	17%	17%	18%
Total recycling, by region (tonnes)			
Americas	35,800	32,600	33,500
Europe, Middle East, and Africa	50,900	53,100	51,400
Asia Pacific and Japan	26,000	25,200	26,500
Total recycling, by type (tonnes)			
Hardware	98,100	99,000	98,700
Original HP and Samsung toner cartridges†††	11,700	9,200	9,800
Original HP ink cartridges†††	1,300	1,100	1,200
HP Indigo supplies (imaging oil and ink canisters)	1,500	1,500	1,600
Original HP and Samsung toner cartridge recycling			
HP toner market covered by program (%)	90%	91%	92%
See composition data			
Original HP ink cartridge recycling			
HP ink market covered by program (%)	92%	92%	92%
See composition data			

* Totals include all hardware and supplies returned to HP for processing, with ultimate dispositions including recycling, energy recovery, and, where no suitable alternatives exist, responsible disposal. Although for HP print cartridges we report the composition of recovered materials, we cannot provide these data for hardware because we do not have operational control over all recycling processes and so do not have access to this information. Through 2015, Hewlett-Packard Company reported 1,497,500 tonnes of cumulative computer hardware and supplies recycling combined.

** The number of countries or territories where HP offers legislation-driven and/or voluntary hardware take-back and recycling programs, and/or voluntary ink and/or toner take-back and recycling programs. Program availability varies. For details, see hp.com/recycle.

*** Reused material is defined as recovered products or components of products that are used for the same purpose for which they were conceived. A reused product/part should replace a new product/part shipment, and the product/part needs to have been used by a customer and refurbished before being sent to a different user.

† The reuse rate is based on the weight of hardware products returned for reuse compared with the weight of our product sales during the year.

†† The recycling rate is based on the weight of hardware products returned for recycling compared with the weight of our product sales from seven years ago (the estimated average lifespan of our products). It is impractical for HP to report the recycling rate by product category, as materials are not typically sorted at collection points. This rate also does not include packaging recycling due to limited data available from recyclers.

††† Includes cartridges returned by customers only.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Carbon footprint (Scopes 1 – 3)*

	2023	2024	2025
GHG emissions from operations (Scope 1 and 2 LBM)** (tonnes CO ₂ e)	245,400	234,100	232,300
GHG emissions from operations (Scope 1 and 2 MBM)*** (tonnes CO ₂ e)	146,400	127,600	120,500
Americas	42,400	38,800	40,900
Europe, Middle East, and Africa	29,900	17,400	11,700
Asia Pacific and Japan	74,100	71,400	68,000
GHG emissions intensity (Scope 1 and 2)**** (tonnes CO ₂ e/US\$ million of net revenue)	2.7	2.4	2.2
GHG emissions by scope (tonnes CO ₂ e)			
Scope 1			
Scope 1 emissions, by region	52,100	48,400	51,300
Americas	42,100	38,600	40,900
Europe, Middle East, and Africa	9,000	8,700	9,400
Asia Pacific and Japan	1,000	1,100	1,000
Scope 1 emissions, by type			
Natural gas	25,600	20,900	20,300
Americas	23,600	19,400	19,300
Europe, Middle East, and Africa	1,300	1,000	800
Asia Pacific and Japan	700	600	200
Diesel/gas/oil/liquefied petroleum gas (LPG)	100	400	600
Americas	100	100	100
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	0	300	400
Transportation fleet†	20,900	20,600	19,200
Americas	13,800	13,500	12,800
Europe, Middle East, and Africa	6,900	6,800	6,300

Carbon footprint (Scopes 1 – 3)*

	2023	2024	2025
Asia Pacific and Japan	200	200	100
Refrigerants (hydrofluorocarbons (HFCs))††	1,100	1,000	2,600
Americas	300	100	100
Europe, Middle East, and Africa	800	900	2,300
Asia Pacific and Japan	0	0	200
Perfluorocarbons (PFCs)	4,300	5,500	8,600
Americas	4,300	5,500	8,600
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	0	0	100
Carbon dioxide (CO ₂)	46,600	41,800	40,000
Nitrous oxide (N ₂ O)	100	100	0
Methane (CH ₄)	0	100	0
Scope 2 (market-based method)†††			
Scope 2 emissions, by region	94,300	79,200	69,300
Americas	300	200	0
Europe, Middle East, and Africa	20,900	8,700	2,300
Asia Pacific and Japan	73,100	70,300	67,000
Scope 2 emissions, by type	94,300	79,200	69,300
Purchased electricity for operations	94,000	78,800	68,900
Americas	300	200	0
Europe, Middle East, and Africa	20,900	8,700	2,300
Asia Pacific and Japan	72,800	69,900	66,600
District cooling and heating (purchased) for operations	300	400	400
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	300	400	400



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Carbon footprint (Scopes 1–3)*

	2023	2024	2025
Scope 2 (location-based method)			
Scope 2 emissions, by region	193,300	185,700	181,000
Americas	63,700	53,400	50,700
Europe, Middle East, and Africa	36,200	37,300	32,500
Asia Pacific and Japan	93,400	95,000	97,800
Scope 2 emissions, by type	193,300	185,700	181,000
Purchased electricity for operations	193,000	185,300	180,600
Americas	63,700	53,400	50,700
Europe, Middle East, and Africa	36,200	37,300	32,500
Asia Pacific and Japan	93,100	94,600	97,400
District cooling and heating (purchased steam) for operations	300	400	400
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	300	400	400
Scope 3^	16,931,000	17,199,000	16,282,000
Materials extraction through manufacturing (category 1; also see Climate resilience: Supply chain)	11,926,000	12,194,000^^	11,501,000^^
Capital goods (category 2)	24,000	46,000	60,000
Upstream energy production (category 3)	44,000	42,000	41,000
Transportation (categories 4 and 9; also see Product transportation)^^^	519,000	528,000	511,000
Waste generated in operations (category 5)	9,000	10,000	7,000
Business travel (category 6)*	47,000	44,000	33,000
Employee commuting (category 7)	50,000	53,000	53,000
Upstream leased assets (category 8)**	1,000	1,000	1,000
Processing of sold products (category 10)	Not relevant	Not relevant	Not relevant

Carbon footprint (Scopes 1–3)*

	2023	2024	2025
Product energy use (category 11)**	3,992,000	3,972,000	3,780,000
Product end of service (category 12)	301,000	297,000	283,000
Buildings leased to others (category 13)	15,000	12,000	12,000
Franchises (category 14)	Not relevant	Not relevant	Not relevant
Investments (category 15)§	2,000	2,000	–

Methodological updates

In 2025, we conducted an exercise to restate nonproduct Scope 3⁹⁰ categories to more closely align with GHG Protocol guidance by using improved data and methodology for more precise calculations. Although these categories relate to around 2% of our total emissions and do not meet the threshold for mandatory restatement, we conducted a voluntary restatement in line with our commitment to the highest standards of accuracy. We also updated our methodology, data accuracy, and life cycle assessment (LCA) tooling for certain areas affecting our product carbon footprint calculations and conducted a restatement in line with GHG Protocol guidance to maintain comparability with previous years.

These efforts included:

- Updating global transportation route assumptions for print products
- Revising default use-phase assumptions for LaserJet devices
- Updating InkJet energy modeling assumptions to better reflect extended real-world usage patterns across home and business environments
- Increasing component-level granularity across personal systems products
- Adding new LCA models for next-generation LaserJet toner products
- Creating new LCA tools to assess the impacts of large-format and PageWide press supplies

With the updated methodology, we also include emissions from independent HP subsidiaries Apogee, CyberCore, and Simpress.⁹¹



2025
Sustainability
Progress Report

- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Appendix | Data

- * To calculate Scope 1, 2, and 3 emissions, HP has followed the principles outlined in the Greenhouse Gas (GHG) Protocol. Additional details on calculations and methodology can be found in the HP Carbon accounting manual. Scope 1 GHG emissions include CO₂, CH₄, N₂O, HFCs, and PFCs. No biogenic emissions are present in this category. Scope 2 GHG emissions include CO₂, CH₄, and N₂O. No biogenic emissions are present in this category. For Scope 3 GHG emissions:
 - Materials extraction through manufacturing—HP products (category 1), Transportation (categories 4 and 9), Product energy use (category 11), and Product end of service (category 12) include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃, and represented more than 96% of our Scope 3 emissions in 2025.
 - Capital goods (category 2) includes CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃ and represented 0.4% of our Scope 3 emissions in 2025.
 - Materials extraction through manufacturing—HP Paper—nonbiogenic (category 1), Materials extraction through manufacturing—Non-production-related procurement (category 1), Business travel (category 6), Employee commuting (category 7), and Investments (category 15) include CO₂, CH₄, and N₂O, and represented 3% of our Scope 3 emissions in 2025.
 - Upstream energy production (category 3), Waste generated in operations (category 5), Upstream leased assets (category 8), and Downstream leased assets (category 13) include CO₂ and represented 0.4% of our Scope 3 emissions in 2025.
 - Processing of sold products (category 10) and Franchises (category 14) are not relevant to HP.
 - HP paper—biogenic emissions are negligible and not included in compliance with the Scope 3 GHG Protocol.In some cases, segments might not add up to total due to rounding.
- ** Total includes HP's reported values for Scope 1 and 2 location-based method emissions.
- *** Total includes HP's reported values for Scope 1 and 2 market-based method emissions.
- **** Emissions intensity values were calculated using HP's annual revenue as characterized in financial reporting and Scope 1 and 2 GHG emissions.
- † CO₂e emissions associated with CH₄ and N₂O account for less than 1% of total CO₂e emissions in this category.
- †† HP collects all refrigerant consumption data from local facility maintenance teams company-wide, directly accounting for facilities' refrigerant leakage and eliminating the need for extrapolation. GHG emissions are calculated using the appropriate emissions factor for each type of refrigerant.
- ††† Data in this section use the market-based method. Due to the availability and feasibility of acquiring the data, the company only obtained utility-specific emission factors for its sites in Glasgow, UK; Geneva, Switzerland; Hong Kong; Malaysia; and sites in the United States (Palo Alto, San Diego, and San Bernardino, California; Indianapolis, Indiana; Albuquerque, New Mexico; Sandston, Virginia; and Socorro and Houston, Texas).
- ^ See [Methodological updates](#).
- ^^ Reported emissions include reductions attributable to suppliers' use of renewable energy in personal systems and supplies manufacturing. These reductions are accounted for as Scope 3, market-based mechanisms, in alignment with the Scope 3 GHG Protocol.
- ^^^ This product transportation data is based on LCA-based estimates. It uses a combination of HP-specific and industry data, and includes additional upstream and downstream transportation related to our products. These data may differ from data reported by product transportation suppliers that HP contracts to deliver our products, as presented in [Product transportation](#) and [Supply chain environmental impact](#).
- # HP's global travel agency provides values that account for the type of aircraft, passenger load, cabin class, and miles traveled for each ticketed trip. This data also includes rail travel carriers and distance traveled. Car rental emissions are included.
- ## Includes serviced offices rented from others where HP acts as tenant. They are excluded from Scope 1 and 2 because HP does not have operational control. Leased furniture and equipment are included in Capital goods (category 2).
- ## Scope 3 emissions from InkJet and LaserJet printers that HP manufactures for sale and service by other original equipment manufacturers are excluded from our carbon footprint. Scope 1 and 2 emissions from the manufacturing of these printers at HP-operated facilities are captured in the Scope 1 and 2 data reported in this year's report.
- § Category 15 emissions are collected from ESG reports of HP independent subsidiaries. At the time of publication, these reports were not available to calculate FY25 value. This value will be restated in the next report cycle.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

HP operations* (also see [Carbon footprint](#))

	2023	2024	2025
Energy use			
Energy use (MWh)	729,800	682,400	667,500
Energy intensity** (MWh/US\$ million of net revenue)	13.6	12.7	12.1
Direct energy use in operations (corresponds to Scope 1 emissions) (MWh)			
Natural gas	141,700	115,500	112,000
Americas	130,300	107,000	106,500
Europe, Middle East, and Africa	7,200	5,200	4,600
Asia Pacific and Japan	4,100	3,200	800
Renewable (generated on-site)	2,700	3,200	3,600
Diesel/gas/oil/LPG***	400	1,700	2,300
Transportation fleet—gasoline	48,000	50,900	49,200
Transportation fleet—diesel	25,900	21,700	18,800
Transportation fleet—jet fuel	11,400	11,500	10,600

HP operations* (also see [Carbon footprint](#))

	2023	2024	2025
Indirect energy use (corresponds to Scope 2 emissions) (MWh)			
Electricity (purchased)	498,600	476,300	469,300
Americas	215,300	187,000	176,300
Europe, Middle East, and Africa	96,600	98,100	95,200
Asia Pacific and Japan	186,600	191,200	197,800
Voluntary purchases of renewable energy†	290,600	294,700	309,700
Voluntary purchases of no-/low-carbon energy	0	0	0
Supplier-specific renewable energy	0	0	0
District cooling and heating (purchased)	1,200	1,700	1,700
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	1,200	1,700	1,700
Water			
Water withdrawal, by region (cubic meters)			
Americas	934,000	890,000	836,000
Europe, Middle East, and Africa	114,000	109,000	100,000
Asia Pacific and Japan	1,186,000	1,251,000	1,097,000
Water withdrawal, by source†† (cubic meters)			
Municipal water	1,999,000	2,002,000	1,729,000
Wastewater from another organization††† (NEWater)	233,000	247,000	301,000
Surface water (rainwater)	2,000	2,000	2,000
Groundwater (well water)	1,000	0	0
Reused treated sewage treatment plant water^ (cubic meters)	0	0	0
Seawater	0	0	0
Produced water	0	0	0



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

HP operations* (also see [Carbon footprint](#))

	2023	2024	2025
Water withdrawal by source from areas with water stress (cubic meters)	282,000	317,000	290,000
Municipal water	281,000	317,000	290,000
Wastewater from another organization ^{†††} (NEWater)	0	0	0
Surface water (rainwater)	0	0	0
Groundwater (well water)	1,000	0	0
Reused treated sewage treatment plant water [^] (cubic meters)	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Water withdrawal from freshwater and other sources (cubic meters)	2,235,000	2,250,000	2,033,000
Freshwater (</= 1,000mg/L total dissolved solids)	2,235,000	2,250,000	2,033,000
Other water (>1,000 mg/L total dissolved solids)	0	0	0
Water withdrawal intensity ^{^^} (cubic meters/US\$ million of net revenue)	41.6	42.0	36.8
Recycled or reused water ^{^^^} (percentage of total water withdrawal)	10.4%	10.9%	15.0%

* In some cases, segments do not add up to total due to rounding.

** Historical energy intensity values were calculated using HP's annual revenue as characterized in financial reporting and energy use.

*** Diesel is mostly used at HP for testing generators. In limited cases, diesel is also used for long-term on-site energy generation.

† Renewable energy and RECs, excluding renewable energy provided by default in the power grid.

†† "Water withdrawal" includes municipal water, wastewater from another organization, rainwater, and well water. Water withdrawal does not include reused treated sewage treatment plant water. In the GRI framework, municipal water and wastewater from another organization are classified as third-party water.

††† NEWater is ultrapurified wastewater used in manufacturing operations in Singapore.

[^] This water was used historically for landscaping and toilets.

^{^^} Historical water withdrawal intensity values were calculated using HP's annual revenue as characterized in financial reporting and water withdrawal.

^{^^^} Includes NEWater (ultrapurified wastewater used in manufacturing operations in Singapore) as well as recycled or reused water reported by sites globally. Graywater is included; rainwater is not.

HP operations*

	2023	2024	2025
Waste			
Nonhazardous waste, by region [^] (tonnes)	24,100	23,000	17,900
Americas	16,500	14,100	11,400
Europe, Middle East, and Africa	5,900	6,500	4,600
Asia Pacific and Japan	1,600	2,400	1,900
Nonhazardous waste, by type (tonnes)	24,100	23,000	17,900
Recycled ^{^^}	20,500	19,900	15,300
Landfilled	3,100	2,300	1,700
Waste to energy	600	800	1,000
Used electronic equipment recovered from HP operations [†] (tonnes)	500	500	500
Nonhazardous waste and used electronic equipment recovered from HP operations landfill diversion rate (percentage of total produced)			
Global	87%	90%	91%
Americas	89%	89%	89%
Europe, Middle East, and Africa	80%	91%	93%
Asia Pacific and Japan	98%	98%	98%
Composition of nonhazardous waste and used electronic equipment recovered from HP operations ^{††} (percentage of total)			
Paper	27%	33%	35%
Packaging materials	15%	0%	1%
Pallets	8%	5%	5%
Metals	3%	3%	4%
Used electronic equipment recovered from HP operations	2%	2%	3%
Plastic	–%	3%	4%
Compost	–%	8%	7%
Reuse	–%	25%	19%
Other ^{†††}	32%	7%	6%
Waste to energy	2%	3%	5%
Landfill	13%	10%	9%



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

HP operations*

	2023	2024	2025
Hazardous waste ^{***} (tonnes)	6,400	7,100	5,200
Americas	1,200	1,200	300
Europe, Middle East, and Africa	1,500	1,700	1,700
Asia Pacific and Japan	3,800	4,100	3,200
Ozone-depletion potential of estimated emissions [†] (kg of CFC-11 equivalent)	0	0	0
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	0	0	0

* In some cases, segments do not add up to total due to rounding.

^ To provide additional transparency, this report presents used electronic equipment recovered from HP operations as a separate category.

^^ Reduced and reused waste materials are included in the Recycled category.

‡ We reuse electronic equipment when possible or recycle it through the same programs we offer customers. See [Repair, refurbish, and reuse](#).

‡‡ HP sites report nonhazardous waste volumes and disposition based on information provided by our waste disposal vendors. For sites unable to track nonhazardous waste directly, we estimate volumes and disposition using intensity factors based on similar operations.

‡‡‡ Includes glass and mixed recycling.

‡‡‡‡ Includes all waste not sent to a municipal solid waste or recycling facility. This conservative approach classifies all waste managed by our hazardous waste vendors as hazardous, unless we definitively determine it to be nonhazardous and dispose of it accordingly.

† HP collects all refrigerant consumption data from local facilities' maintenance teams company-wide, directly accounting for facilities' refrigerant leakage and use and avoiding the need for extrapolation. We use various tools and sources for global warming potential and ozone-depletion values, including the Greenhouse Gas Protocol's GHG Emissions from Refrigeration and Air Conditioning Equipment tool and the Intergovernmental Panel on Climate Change (IPCC) Second Assessment Report (1995).



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Supply chain environmental impact*

	2023	2024	2025
Nonproduction supplier GHG Emissions** (tonnes CO ₂ e)			
Scope 1 and 2 GHG emissions	107,000	74,000	Δ
Scope 3 GHG emissions***	206,000	201,000	Δ
Energy use			
Production supplier energy use†(MWh)	7,900,000	8,172,000	Δ
Production supplier renewable energy use (percentage of total energy use)	29%	31%	Δ
Production suppliers that reported using renewable energy (percentage of spend)	94%	94%	Δ
Water			
Production supplier water withdrawal for use^ (cubic meters)	33,253,000	33,659,000	Δ
Production suppliers with water-related goals (% of spend)	78%	86%	Δ
Waste			
Production supplier nonhazardous waste generation^^ (tonnes)	209,000	115,000	Δ
Production supplier hazardous waste generation^^ (tonnes)	51,000	48,000	Δ
Production suppliers with waste-related goals (% of spend)	71%	74%	Δ

Δ These data are based on suppliers reporting to CDP and other platforms. As a result, these data are not available for the most recent reporting year at the time of publication.

* In some cases, data from prior years are updated to reflect improved data (for example, revised supplier information).

** Emissions are calculated based on suppliers' reported emissions and their dollar volume of HP business compared with their total revenue. The majority of these companies report on a calendar-year basis. This data differs from the product LCA-based estimates for materials extraction through manufacturing presented in Carbon Footprint, which are based on a different calculation methodology and use a combination of HP-specific and industry data.

*** Suppliers may not report all Scope 3 categories. The number of categories reported by suppliers and the completeness of reporting varies year to year. We encourage suppliers to measure and report Scope 3 categories that are significant to their supply chains, such as "Materials extraction through manufacturing" (category 1), "Transportation" (categories 4 and 9), and others.

† Total energy includes purchased energy (electricity, etc.) and generated energy (fuel use, etc.). Energy use data are calculated based on suppliers' reported energy use and their dollar volume of HP business compared with their total revenue. Data reported here reflect extrapolation to 100% of first-tier production suppliers.

^ This metric reports the amount of water withdrawn by suppliers, not the amount consumed by our multi-tier supply chain as reported in our water footprint. Because water withdrawn can also be returned, this footprint is inherently larger. Refers to first-tier suppliers for manufacturing, materials, and components. Withdrawal is estimated based on suppliers' reported water withdrawal and their dollar volume of HP business compared with their total revenue. The majority of these companies report on a calendar-year basis. Data reported here reflect extrapolation to 100% of first-tier production suppliers.

^^ Waste data are estimated based on suppliers' waste data and their dollar volume of HP business compared with their total revenue. The majority of these companies report on a calendar-year basis. Data reported here reflect extrapolation to 100% of first-tier production suppliers.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Supply chain workers*

	2023	2024	2025
Capability building			
Number of capability-building programs	6	6	9
Workers reached through capability-building programs**	94,300	122,500	31,300
Workers' rights			
Suppliers' employees working 60 hours per week or less on average***	98%	98%	98%
Suppliers' employees receiving at least one day of rest each seven-day workweek***	99%	97%	94%
Suppliers in China with student workers representing 20% or less of total employees***	100%	100%	100%
Immediate priority audit findings (immediate action required) related to the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association; forced, bonded, or indentured labor; child labor; or discrimination†	13	3	3
Immediate priority audit findings (immediate action required) related to occupational safety, emergency preparedness, or industrial hygiene†	3	0	0
Audits and assessments			
Workers at sites audited†† (total)	532,500	493,800	584,200
Sustainability audits and other assessments (total)			
Initial audits	171	120	88
Follow-up audits	100	115	99
Full re-audits	127	139	211
Assessments	16	34	26
Rates of conformance of sites audited, 2023 and 2025			
Scorecard†††			
Average score—commodity suppliers	83%	65%	79%
Average score—final assembly suppliers	89%	74%	84%

* Data in this table for 2024 are specific to production suppliers, except the following included in sustainability audits and other assessments: 14 initial audits of product reuse and recycling vendors, 79 initial audits of nonproduction suppliers, one initial audit of HP operations sites, four initial audits of HP offices, 13 follow-up audits of nonproduction suppliers, 14 full re-audits of product reuse and recycling vendors, 10 full re-audits of nonproduction suppliers, and three full re-audits of HP operations sites. Data in this table for 2025 are specific to production suppliers, except the following included in sustainability audits and other assessments: 9 initial audits of product reuse and recycling vendors, 37 initial audits of nonproduction suppliers, one initial audit of HP operations sites, two initial audits of HP offices, 23 follow-up audits of nonproduction suppliers, 32 full re-audits of product reuse and recycling vendors, 13 full re-audits of nonproduction suppliers, and two full re-audits of HP operations sites.

** Number of workers reached each year depends on the programs executed; some programs address issues broadly across suppliers and workers, while other programs focus more narrowly on individual supplier sites or specific vulnerable worker groups. The scope of the program includes production supplier workers, nonproduction supplier workers, workers at HP-controlled manufacturing facilities, and customer support operations.

*** Based on production-line workers at final assembly and select commodity sites participating in the HP Labor KPI Program. We continue to expand the list of suppliers in the KPI program based on business risk, country risk, and identified nonconformances.

† See [Tracking and implementing results](#) for details.

†† These totals are the number of workers as of the date of the site visit according to production supplier initial audit and full re-audit reports.

††† Scores reflect performance against criteria that are updated periodically.

Our employees* (percentage of total)

	2025
Worldwide employees	
Women	39.9%
Men	59.6%
U.S. employees, by ethnicity	
White	57.6%
All minorities	36.5%
Black/African American	5.1%
Hispanic/Latin American	10.6%
Asian	17.0%
Native American	0.5%
Hawaiian/Pacific Islander	0.3%
Two or more races	3.0%
Not disclosed/available	5.9%

* Data is as of October 31 of the year reported. Employees self-identify gender and race; "Not disclosed/available" means the information was left blank or not disclosed by the employee. In some cases, segments may not add up to the total due to rounding.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Board of Directors*

	Number
Women	7
Racial/ethnic minorities	4

* Board of Directors data for 2025 is as of April 16, 2026.

World workforce (regular full time and part time) by age group, 2025*

	30 and under	31 - 50	51 and over
By job level			
Executives**	0.0%	30.8%	69.2%
Directors	0.0%	49.7%	50.1%
Managers***	1.0%	65.1%	33.9%
Professionals	12.8%	65.6%	21.5%
Other	27.6%	54.1%	16.9%
Total	13.9%	63.0%	22.7%
By function			
Engineering	9.4%	59.4%	31.2%
Sales	7.5%	59.4%	32.7%
Sales operations	16.5%	72.9%	10.5%
Services	12.9%	62.2%	23.5%
Supply chain and operations	23.1%	58.5%	18.2%
Other	15.0%	65.1%	19.9%
Total	13.9%	63.0%	22.7%

* In some cases, segments do not add up to total due to nondisclosure of age by some employees.
** Based on business unit, this includes up to four levels from the CEO.
*** This refers to people managers below director level.

Employees (regular full time and part time) by region and gender, 2025*

	Men	Women	Undeclared/ Unknown	Total
Worldwide	31,038	20,773	294	52,105
Americas	11,697	7,404	74	19,175
Asia Pacific and Japan	12,047	8,186	24	20,257
Europe, Middle East, and Africa	7,294	5,183	196	12,673

* This table does not include 3,253 employees of certain majority-owned, consolidated subsidiaries, for which data were not available.

Employee turnover rate

	2025
Voluntary turnover rate	4.8%
Involuntary turnover rate	6.2%



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Community giving and volunteerism

	2023	2024	2025
Social investment* (US\$ million)	46.69	47.56	49.38
Company cash contributions	9.68	5.53	8.50
HP Foundation cash contributions	13.20	15.82	13.47
Products**	5.05	2.97	1.71
Services***	18.76	23.24	25.70
U.S. employee contributions to Cash Matching Program (US\$ million)	4.25	4.16	3.98
HP Foundation contributions to Cash Matching Program (US\$ million)	5.91	6.20	6.20
Employee volunteer hours	296,450	360,600	351,700

* Social investments include all corporate giving made to nonprofit organizations from HP plus the valuation of employee volunteer hours. Data excludes contributions to the HP Foundation and employee donations but includes HP's matching contributions and contributions from the HP Foundation to other organizations.

** Product donations are valued at the internet list price (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).

*** Services represents the valuation of HP employee volunteer hours. Valuation rates are based on figures provided by Chief Executives for Corporate Purpose (for the skills-based rate) and Independent Sector (for the hands-on rate).

Progress related to HP digital equity goals*

	2023	2024	2025
People for whom digital equity was accelerated**	24,091,600	19,840,000	17,070,000
HP LIFE new users enrolled	484,000	422,000	859,000

* Data on HP LIFE users enrolled are included in the digital equity metric.

** Our programs aim to accelerate digital equity through providing access to at least one of the following: technology, digital literacy and AI, or digital skills content. Digital equity data includes both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers. 2024 data includes a small amount of 2023 data that was not available at the time of publication of the 2023 HP Sustainable Impact Report.

Health and safety*

	2023	2024	2025
Lost workday case rate**			
Global	0.06	0.06	0.04
Americas	0.08	0.10	0.08
Europe, Middle East, and Africa	0.09	0.07	0.05
Asia Pacific and Japan	0.02	0.01	0.00
Leading causes of lost workdays (percentage of total)			
Slips, trips, and falls	23%	24%	25%
Automobile accidents	14%	24%	29%
Struck by/against/cut by	26%	18%	21%
Ergonomics—materials handling	26%	26%	21%
Overexertion—not materials handling	9%	0%	0%
Chemical incident	3%	3%	0%
Other	0%	6%	4%
Recordable incidence rate***			
Global	0.11	0.12	0.11
Americas	0.17	0.18	0.21
Europe, Middle East, and Africa	0.14	0.19	0.14
Asia Pacific and Japan	0.02	0.02	0.00
Leading causes of recordable incidents (with and without lost time) (percentage of total)			
Slips, trips, and falls	24%	23%	20%
Automobile accidents	18%	13%	25%
Struck by/against/cut by	21%	25%	28%
Ergonomics—materials handling	29%	24%	15%
Ergonomics—office environment	0%	1%	2%
Overexertion—not materials handling	5%	0%	0%
Chemical incident	2%	3%	5%
Burns or scalds	0%	3%	2%
Other	0%	8%	5%



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - [Data](#)
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Health and safety*

	2023	2024	2025
Lost time injury severity rate****			
Global	0.65	1.35	0.66
Americas	0.98	2.48	1.38
Europe, Middle East, and Africa	0.49	1.44	0.22
Asia Pacific and Japan	0.42	0.19	0.27

* In some cases, segments do not add up to total due to rounding.

** Lost workday case rate is the number of work-related injuries that result in time away from work per 100 employees and contractors that HP manages working a full year. Rates are calculated globally using the U.S. Occupational Safety and Health Administration (OSHA) definitions for recordability and OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year. The U.S. average in 2024 (the most recent data available) for the Computer and Peripheral Equipment Manufacturing industry (NAICS Code 33411) was 0.3. Data are for the calendar year.

*** Recordable incidence rate is the number of work-related injury cases requiring more than first aid per 100 employees and contractors that HP manages. Rates are calculated globally using OSHA definitions for recordability and OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year. The U.S. average in 2024 (the most recent data available) for the Computer and Peripheral Equipment Manufacturing industry (NAICS Code 33411) was 0.4. Data are for the calendar year.

**** Lost time injury severity rate is the number of days lost due to injury per 100 employees and contractors that HP manages. Rates are calculated globally using OSHA definitions for recordability and OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year. Data are for the calendar year.

HP's spend with U.S. diverse suppliers

	2025
	US\$ million % of qualified spend
Small businesses	130 3.2%
Veteran-owned businesses, service-disabled veteran-owned businesses, Historically Underutilized Business Zone (HUBZone) businesses, and others*	14 0.4%

* These categories include all sizes of businesses.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - [External assurance](#)
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Appendix

External assurance

Assurance demonstrates HP's commitment to describing our environmental and social performance accurately and completely. HP engaged Ernst & Young LLP (EY) to perform an independent review of selected key performance indicators (KPIs) in our 2025 Sustainability Progress Report.

This process was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The Board of Directors' Nominating, Governance and Social Responsibility Committee receives regular updates on sustainability strategy and was made aware of the external assurance process. A full listing of the indicators within the scope of EY's review can be found in the [Independent accountants' review report](#).





- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Appendix

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, they could affect the business and results of operations of HP Inc. and its consolidated subsidiaries ("HP"), which may differ materially from those expressed or implied by such forward-looking statements and assumptions. All statements other than statements of historical fact are statements that could be deemed forward-looking statements, including, but not limited to, 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 plans or ambitions, our go-to-market strategy, the execution of restructuring plans and any resulting cost savings (including the fiscal 2026 plan), net revenue or profitability improvements or other financial impacts; any statements concerning the expected development, demand, performance, market share or competitive performance relating to products or services; any statements concerning potential supply constraints, component shortages, manufacturing disruptions or logistics challenges; any statements regarding current or future macroeconomic trends or events, including global trade policies, and the impact of those trends and events on HP and its financial performance; any statements regarding pending investigations, claims, disputes or other litigation matters; any statements of expectation or belief as to the timing and expected benefits of acquisitions and other business combination and investment transactions; statements relating to future progress toward, and achievement of, HP's goals set forth in this document, including future net GHG emissions; and any statements of assumptions underlying any of the foregoing. Forward-looking statements can also generally be identified by words such as "future," "anticipates," "aim," "ambition," "goal,"

"believes," "estimates," "expects," "intends," "plans," "predicts," "projects," "will," "would," "could," "can," "may," and similar terms.

Risks, uncertainties and assumptions that could affect our business and results of operations include factors relating to HP's ability to execute on its strategic plans, including the previously announced initiatives, business model changes and transformation; the development and transition of new products and services and the enhancement of existing products and services to meet evolving customer needs and respond to emerging technological trends, including artificial intelligence; the use of artificial intelligence; the impact of macroeconomic and geopolitical trends, changes and events, including global trade policies, the ongoing military conflict in Ukraine, continued instability in the Middle East or tensions in the Taiwan Strait and South China Sea, and the regional and global ramifications of these events; volatility in global capital markets and foreign currency, changes in benchmark interest rates, the effects of inflation and instability of financial institutions; risks associated with HP's international operations and the effects of business disruption events, including those resulting from climate change; the need to manage (and reliance on) third-party suppliers, including with respect to increasing memory and storage costs, supply constraints and component shortages, and the need to manage HP's global, multi-tier distribution network and potential misuse of pricing programs by HP's channel partners, adapt to new or changing marketplaces and effectively deliver HP's services; the execution and performance of contracts by HP and its suppliers, customers, clients and partners, including logistical challenges with respect to such execution and performance; the competitive pressures faced by HP's businesses; the impact of third-party claims of IP infringement; successfully innovating, developing and executing HP's go-to-market strategy, including online, omnichannel and contractual sales, in an evolving distribution, reseller and customer landscape; successfully competing and maintaining the value proposition of HP's products, including supplies and 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 or our uneven sales cycle; the hiring

and retention of key employees, changes in our management team and execution of succession plans; the results of our restructuring plans (including the fiscal 2026 plan), including estimates and assumptions related to the cost (including any possible disruption of HP's business) and the anticipated benefits of our restructuring plans; the protection of HP's intellectual property assets, including intellectual property licensed from third parties; disruptions in operations from system security risks, data protection breaches, or cyberattacks; HP's ability to maintain its credit rating, satisfy its debt obligations and complete any contemplated share repurchases, other capital return programs or other strategic transactions; changes in estimates and assumptions HP makes in connection with the preparation of its financial statements; the impact of changes to federal, state, local and foreign laws and regulations, including environmental regulations and tax laws; integration and other risks associated with business combination and investment transactions; our aspirations related to environmental and societal matters and potential uncertainties, risks and high costs that may prevent us from achieving such aspirations; potential impacts, liabilities and costs from pending or potential investigations, claims and disputes; the effectiveness of our internal control over financial reporting; and other risks that are described in HP's Annual Report on Form 10-K for the fiscal year ended October 31, 2025, and in HP's other filings with the U.S. Securities and Exchange Commission ("SEC"). HP's fiscal 2026 plan includes HP's efforts to drive customer satisfaction, product innovation, and productivity primarily through artificial intelligence adoption and enablement, and the resulting efficiencies, including those that enable a reduction in workforce. Anticipated cost savings associated with the fiscal 2026 plan represent expected gross reductions in costs from these measures. These cost savings are net of any new recurring costs resulting from these initiatives and exclude one-time investments to generate such savings. HP's expectations on the longer-term sustainability of such cost savings are based on its current business operations and market dynamics and could be significantly impacted by various factors, including but not limited to HP's evolving business models, future investment decisions, market environment, and technology landscape.

As in prior periods, the financial information set forth in this document, including any tax-related items, reflects estimates based on information available at the time of preparation of this document. 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 ending April 30, 2026, and July 31, 2026, Annual Report on Form 10-K for the fiscal year ending October 31, 2026, and HP's other filings with the SEC. 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.

Throughout this report, we use the definition of "materiality" from concepts borrowed from international standards and regulatory frameworks related to sustainability, which is different from the term as it has been defined by or construed in accordance with the securities laws or any other laws of the United States or any other jurisdiction, or as used in the context of our financial statements and financial reporting or our reports filed with the SEC. Topics identified as material for the purpose of this report should not be construed as being material for SEC or other reporting purposes, financial or otherwise. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

HP's Investor Relations website at investor.hp.com 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.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards**
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Policies and standards

Empower Customer Sustainability

- [General Specification for the Environment](#)
- [Export of Electronic Waste to Developing Countries Policy](#)
- [Hardware Recycling Standard](#)
- [Hardware Reuse Standard](#)
- [Reuse and Recycling Policy for Used Hardware Product](#)
- [Materials and Chemical Management Policy](#)
- [Privacy Statement](#)

Transform HP's Value Chain

- [Environmental, Health, and Safety Policy](#)
- [Supplier Code of Conduct](#)
- [Supply Chain Social and Environmental Responsibility Policy](#)
- [Paper Sourcing Policy](#)
- [Student and Dispatch Worker Standard for Supplier Facilities in the People's Republic of China \(PRC\)](#)
- [Contingent Worker Code of Conduct](#)
- [Supply Chain Foreign Migrant Worker Standard](#)
- [Human Rights Policy](#)
- [Anti-Corruption Policy](#)
- [Corporate Governance Guidelines](#)
- [Integrity at HP](#)
- [Partner Code of Conduct](#)
- [U.S. Public Sector Code of Conduct](#)

Advance Societal Impact

- [Global Non-Discrimination Policy](#)
- [Harassment-Free Work Environment Policy](#)
- [Open Door Policy](#)
- [Global Charitable Contributions Policy](#)



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance**
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Appendix

Independent accountants' review report

To the Stockholders and the Board of Directors of HP Inc.

We have reviewed the HP Inc. ("HP") accompanying schedule of select sustainability information (the "Subject Matter") included in Appendix A and as presented in the HP 2025 Sustainability Progress Report for the year ended October 31, 2025, in accordance with the criteria also set forth in Appendix A (the "Criteria"). The HP management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants ("AICPA") AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination.

We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of HP Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the Subject Matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Furthermore, Scope 3 emissions are calculated based on a significant number of estimations and management assumptions due to the inherent nature of the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as well as the Technical Guidance for Calculating Scope 3 Emissions criteria.

The information included in the HP 2025 Sustainability Progress Report, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the accompanying schedule of select sustainability information for the year ended October 31, 2025, in order for the schedule to be in accordance with the Criteria.

April 1, 2026



Shape the future
with confidence

Ernst & Young LLP
303 Almaden Boulevard
San Jose, CA 95110
United States of America
Tel:+1 408 947 5500



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance**
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Appendix A – HP Inc. Schedule of Select Sustainability Information

Schedule of Select Environmental Metrics for the year ended October 31, 2025

Indicator name	Scope	Unit of measure	Reported value ^{1, 2}	Criteria
Scope 1 greenhouse gas (“GHG”) emissions	Global	Tonnes of carbon dioxide equivalents (tCO ₂ e)	51,300	World Resources Institute (“WRI”) / World Business Council for Sustainable Development’s (“WBCSD”)’s The Greenhouse Gas (“GHG”) Protocol: A Corporate Accounting and Reporting Standard as amended by the GHG Protocol Scope 2 Guidance, Global Reporting Initiative (“GRI”) Standard 305-1 Direct (Scope 1) GHG Emissions, GRI Standard 305-2 Energy Indirect (Scope 2) GHG Emissions and the HP Inc. (“HP”) Carbon Accounting Manual ³
Scope 2 GHG emissions (location-based method)	Global	tCO ₂ e	181,000	
Scope 2 GHG emissions (market-based method)	Global	tCO ₂ e	69,300	
Total Scope 1 and Scope 2 GHG emissions (location-based method)	Global	tCO ₂ e	232,300	
Total Scope 1 and Scope 2 GHG emissions (market-based method)	Global	tCO ₂ e	120,500 ⁴	
Scope 3 GHG emissions - Total	Global	tCO ₂ e	16,282,000	WRI/WBCSD’s The GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, WRI/WBCSD’s The GHG Protocol Technical Guidance for Calculating Scope 3 Emissions, GRI Standard 305-3 Other Indirect (Scope 3) GHG Emissions and the HP Carbon Accounting Manual ³
Scope 3 GHG emissions - Category 1 - Purchased Goods and Services			11,501,000	
Scope 3 GHG emissions - Category 2 - Capital Goods			60,000	
Scope 3 GHG emissions - Category 3 - Fuel and Energy-Related Activities			41,000	
Scope 3 GHG emissions - Category 4 & 9 - Upstream/Downstream Transportation & Distribution			511,000	
Scope 3 GHG emissions - Category 5 - Waste Generated in Operations			7,000	
Scope 3 GHG emissions - Category 6 - Business Travel			33,000	
Scope 3 GHG emissions - Category 7 - Employee Commuting			53,000	
Scope 3 GHG emissions - Category 8 - Upstream Leased Assets			1,000	
Scope 3 GHG emissions - Category 10 - Processing of Sold Products			Not relevant ⁵	
Scope 3 GHG emissions - Category 11 - Use of Sold Products			3,780,000	
Scope 3 GHG emissions - Category 12 - End-of-Life Treatment of Sold Products			283,000	
Scope 3 GHG emissions - Category 13 - Downstream Leased Assets			12,000	
Scope 3 GHG emissions - Category 14 - Franchises			Not relevant ⁵	
Scope 3 GHG emissions - Category 15 - Investments			— ⁶	

1 Reported values for all GHG emission and energy-related metrics are rounded to the nearest hundredth, with the exception of Scope 3 GHG emissions, which are rounded to the nearest thousandth. Direct water withdrawal is rounded to the nearest thousandth.

2 Where possible, based on the HP Inc. reporting timeline and requirements, HP Inc. uses the most up-to-date emission factors available at the time of its reporting. Refer to the Carbon Accounting Manual for additional detail on factors used.

3 Carbon Accounting Manual is available at <https://h20195.www2.hp.com/v2/GetDocument.aspx?docname=c09276186>.

4 Due to rounding, the components may not add up to the total value.

5 Category 10 Processing of Sold Products, and Category 14 Franchises are not relevant to HP. Refer to the HP Carbon Accounting Manual for further detail.

6 Note that the sustainability reports for two out of three of the HP independent subsidiaries were not available during the reporting period. As such, HP chose to report this category as “not available” or “work in progress (WIP)”. These values will be restated next year in the FY26 reporting cycle and do not include renewable energy purchases.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - [Independent assurance](#)
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

Schedule of Select Environmental Metrics for the year ended October 31, 2025

Indicator name	Scope	Unit of measure	Reported value ^{1,2}	Criteria
Direct energy use in operations (corresponding to Scope 1 emissions)	Global	MWh ⁷	196,500	Total direct energy consumption includes energy consumption in operations or facilities within the HP operational control, including natural gas, renewable energy generated on-site, diesel/oil/gas/Liquefied Petroleum Gas, and transportation fleet, including vehicles and air, similar to the Scope 1 emissions boundary. ⁸
Indirect energy use (corresponding to Scope 2 emissions)	Global	MWh ⁷	471,000	Total indirect energy consumption includes purchased electricity and steam consumed within operations or facilities within the HP operational control and does not include renewable energy purchases. ⁸
Voluntary purchases of renewable energy	Global	MWh ⁷	309,700	Voluntary purchases of renewable energy includes the purchase of unbundled renewable energy credits (RECs), participation in utility green power programs and renewable energy contracted through energy providers. ⁸
Direct water withdrawal	Global	Cubic meters ⁹	2,033,000	Total water withdrawal is presented as the total of surface water, groundwater and third-party water as defined within. ^{10, 11}

7 Note that 1 MWh equates to 3,600 megajoules.

8 Significant contextual information necessary to understand how the data has been compiled has been disclosed in the Carbon Accounting Manual.

9 Note that 1 cubic meter of water equates to 0.001 megaliters.

10 Direct water withdrawal for HP operations includes water withdrawn for use in operations or facilities within the HP operational control and includes: 2,000 cubic meters of captured rainwater (classified as surface water); zero cubic meters of well water (classified as groundwater); and 2,031,000 cubic meters of municipal water and NEWater, which is high-grade reclaimed wastewater sourced from another organization (both of which are classified as third-party water). Note that sewage treatment plant (STP) water is not included within the scope of water withdrawal. Seawater and produced water are not applicable to HP. Dewatering wells are present at HP's Corvallis, OR site to manage water tables for structural purposes by withdrawing naturally occurring groundwater to repurpose for irrigation or to return to local surface bodies of water through storm drains. Groundwater withdrawn through dewatering wells at the site is excluded from the water withdrawal amount reported due to the lack of data available to measure or estimate. Note that the groundwater is considered non-potable water.

11 Relevant definitions, significant contextual information, related reporting period, organizational boundaries, standards, data collection and calculation methodologies are available in the Water Accounting Manual at<https://h20195.www2.hp.com/v2/GetDocument.aspx?docname=c09283124>.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - [UNSDG Index](#)
 - GRI Index
 - UNGPRF Index
 - Endnotes

Appendix

United Nations Sustainable Development Goals Index

We support the UN 2030 Sustainable Development Goals (SDGs) and recognize the importance of contributing to a more sustainable future.

We have existing programs that contribute to the progress of 16 of the 17 goals, and continue to drive innovations that help achieve them. We aim to enable our stakeholders and partners to contribute toward more equitable, inclusive, and sustainable development. We have taken this reporting a step further by reporting against the SDG Ambition Benchmarks developed by the UN Global Compact. These benchmarks allow HP to further demonstrate how HP aligns actions to the SDGs.

Goal 1: End poverty in all its forms everywhere.

HP's actions:
[Connecting communities](#); [Social impact and volunteerism](#)

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

HP's actions:
No major programs at this time.

Goal 3: Ensure healthy lives and promote well-being for all, at all ages.

HP's actions:
[Ceasing, preventing, and mitigating adverse impacts](#); [Our workforce: Health and safety](#); [Our workforce: Wellbeing](#); [Product safety](#)

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

HP's actions:
[Connecting communities](#); [Social impact and volunteerism](#)

Goal 5: Achieve gender equality and empower all women and girls.

SDG Ambition Benchmark:
Equal pay for work of equal value

HP's actions:
[Talent and skills development](#); [Compensation and benefits](#)

Goal 6: Ensure availability and sustainable management of water and sanitation for all.

SDG Ambition Benchmark:
Net-positive water impact in water-stressed basins

HP's actions:
[Water: Supply chain](#); [Water: HP operations](#)

Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all.

HP's actions:
[Climate resilience: Supply chain](#); [Climate resilience: HP operations](#); [Circular design](#)

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

SDG Ambition Benchmark:
100% of employees across the organization earn a living wage

HP's actions:
[Human rights due diligence](#); [Fostering an inclusive supply chain](#); [Connecting communities](#); [Social impact and volunteerism](#)

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

HP's actions:
[Circular design](#); [Health and safety](#)

Goal 10: Reduce inequality within and among countries.

HP's actions:
[Fostering an inclusive supply chain](#); [Connecting communities](#); [Social impact and volunteerism](#)

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable.

HP's actions:
[Social impact and volunteerism](#)

Goal 12: Ensure sustainable consumption and production patterns.

SDG Ambition Benchmarks:

- Zero waste to landfill and incineration
- Zero discharge of hazardous pollutants and chemicals
- 100% sustainable material inputs that are renewable, recyclable, or reusable

HP's actions:
[Waste](#); [Circularity](#); [Materials](#); [Nature, biodiversity, and ecosystems](#)

Goal 13: Take urgent action to combat climate change and its impacts.

SDG Ambition Benchmark:

- Science-based emissions reduction in line with a 1.5°C pathway

HP's actions:
[Carbon footprint](#); [Path to net zero by 2040](#); [Climate resilience: Supply chain](#); [Climate resilience: HP operations](#); [Circular design](#)

Goal 14: Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.

SDG Ambition Benchmark:

- 100% resource recovery, with all materials and products recovered and recycled or reused at end of use

HP's actions:
[Circularity](#); [Life cycle assessment](#)

Goal 15: Protect, restore, and promote sustainable use of terrestrial ecosystems; sustainably manage forests; combat desertification; halt and reverse land degradation; and halt biodiversity loss.

SDG Ambition Benchmark:

- Land degradation neutrality including zero deforestation

HP's actions:
[Nature, biodiversity, and ecosystems](#)

Goal 16: Promote peaceful and inclusive societies for sustainable development; provide access to justice for all; and build effective, accountable and inclusive institutions at all levels.

SDG Ambition Benchmark:

- Zero incidences of bribery

HP's actions:
[Governance](#); [Operating responsibly](#)

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development.

HP's actions:

HP supports the UN SDGs, the UN Global Compact, GRI, and other global efforts to advance sustainable development.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - [GRI Index](#)
 - UNGPRF Index
 - Endnotes

Appendix

GRI Index

This report was prepared in accordance with the GRI 2021 Sustainability Reporting Standards. This index includes links to information about relevant disclosures.

Disclosure	Location
GRI 2: General Disclosures	
2-1 Organizational details	SPR, p. 4 HP 2025 10-K, p. 5
2-2 Entities included in the organization's sustainability reporting	HP 2025 10-K, p. 5
2-3 Reporting period, frequency and contact point	SPR, p. 102 General feedback
2-4 Restatements of information	Noted in sections as appropriate.
2-5 External assurance	SPR, p. 116, p. 119
2-6 Activities, value chain and other business relationships	SPR, p. 46, p. 75, p. 112 HP 2025 10-K, p. 5
2-7 Employees	SPR, p. 113 HP is dedicated to maintaining reliable data on our employees and employment agreements. Presently, details on temporary and non-guaranteed-hours employees are not available. As we move forward, we are looking to fill in these gaps and disclose this information in future reports.
2-8 Workers who are not employees	SPR, p. 113 A portion of the organization's work is performed by individuals other than HP employees or other workers supervised by HP, including workers employed or supervised by contractors. The complete count of nonemployee workers under organizational control, along with notable fluctuations in their numbers, is presently unavailable. As part of our commitment to transparency, we aspire to incorporate this relevant information into future reports.
2-9 Governance structure and composition	SPR, p. 16, p. 60, p. 62 Governance—HP Board of Directors Corporate Governance Guidelines Nominating, Governance and Social Responsibility Committee Charter HP 2026 Proxy Statement, p. 29

Disclosure	Location
2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines HP 2026 Proxy Statement, p. 29
2-11 Chair of the highest governance body	Governance—HP Board of Directors Corporate Governance Guidelines HP 2026 Proxy Statement, p. 29
2-12 Role of the highest governance body in overseeing the management of impacts	SPR, p. 16, p. 64 Nominating, Governance and Social Responsibility Committee Charter
2-13 Delegation of responsibility for managing impacts	SPR, p. 16, p. 64
2-14 Role of the highest governance body in sustainability reporting	SPR, p. 16 HP 2026 Proxy Statement, p. 29
2-15 Conflicts of interest	Corporate Governance Guidelines Integrity at HP
2-16 Communication of critical concerns	SPR, p. 84 Contacting the Board
2-17 Collective knowledge of the highest governance body	SPR, p. 63 HP 2026 Proxy Statement, p. 29 Governance—HP Board of Directors
2-18 Evaluation of the performance of the highest governance body	SPR, p. 16 HP 2026 Proxy Statement, p. 25
2-19 Remuneration policies	HP 2026 Proxy Statement, pp.50–104
2-20 Process to determine remuneration	HP 2026 Proxy Statement, pp.50–104
2-21 Annual total compensation ratio	HP 2026 Proxy Statement, p. 90
2-22 Statement on sustainable development strategy	SPR, p. 3, p. 15



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - [GRI Index](#)
 - UNGPRF Index
 - Endnotes

Disclosure	Location
2-23 Policy commitments	SPR, p. 16 , p. 69 , p. 118 Human Rights Policy Integrity at HP Supply chain responsibility: Our approach
2-24 Embedding policy commitments	SPR, p. 16 , p. 63 , p. 118 Integrity at HP
2-25 Processes to remediate negative impacts	SPR, p. 65 , p. 69
2-26 Mechanisms for seeking advice and raising concerns	SPR, p. 61 Integrity at HP
2-27 Compliance with laws and regulations	SPR, p. 61 The Reporting concerns section of our report discloses the types of items reported to the global Integrity at HP Team or other compliance functions. Further information related to the financial impacts that these concerns have had is subject to confidentiality constraints.
2-28 Membership associations	Affiliations and memberships
2-29 Approach to stakeholder engagement	SPR, p. 12 , p. 14 , p. 92
2-30 Collective bargaining agreements	Approximately 18,700 employees are represented by an independent trade union, works council, or other employee representative group, or covered by collective bargaining agreements.
GRI 3: Material Topics	
3-1 Process to determine material topics	SPR, p. 12 , p. 14 HP determined the boundary for each material issue in this report based on input and review from executives and content experts. These assessments considered the value chain phases in which the most relevant impacts and opportunities occur.
3-2 List of material topics	SPR, p. 12

Disclosure	Location
GRI 200: Economic Standard Series	
GRI 201: Economic Performance	
3-3 Management of material topics	SPR, p. 12
201-1 Direct economic value generated and distributed	SPR, p. 4 HP 2025 10-K , p. 36
201-2 Financial implications and other risks and opportunities due to climate change	SPR, p. 42 HP's CDP response submitted in 2025 HP 2025 10-K , p. 22
201-3 Defined benefit plan obligations and other retirement plans	HP 2026 Proxy Statement , p. 71 HP 2025 10-K , pp. 43 , 67
201-4 Financial assistance received from government	HP 2025 10-K , p. 84
GRI 203: Indirect Economic Impacts*	
3-3 Management of material topics	SPR, p. 12 , p. 95 , p. 100 , p. 114 HP Global Charitable Contributions Policy
203-1 Infrastructure investments and services supported	SPR, p. 48 , p. 55 , p. 95 , p. 114 HP LIFE HP LIFE success stories
203-2 Significant indirect economic impacts	SPR, p. 95 , p. 96 SPR, p. 114 HP Global Charitable Contributions Policy
GRI 204: Procurement Practices 2016	
3-3 Management of material topics	SPR, p. 46 , p. 56 , p. 68
204-1 Proportion of spending on local suppliers	This information is currently unavailable. We finalized our latest double materiality assessment in February 2024, which didn't allow enough time to collect this information. We will be looking into disclosing more information on the topic in the next reporting cycle.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - [GRI Index](#)
 - UNGPRF Index
 - Endnotes

Disclosure	Location
GRI 205: Anti-corruption	
3-3 Management of material topics	SPR, p. 12 , p. 60 , p. 62 , p. 63 , p. 69 Anti-Corruption Policy Integrity at HP
205-1 Operations assessed for risks related to corruption	SPR, p. 61 , p. 62 Anti-Corruption Policy The results of HP's internal assessments of corruption-related risks are confidential.
205-2 Communication and training about anti-corruption policies and procedures	SPR, p. 60 , p. 62
205-3 Confirmed incidents of corruption and actions taken	The results of HP's internal assessments of corruption-related risks are confidential.
GRI 300: Environment Standard Series	
GRI 301: Materials	
3-3 Management of material topics	SPR, p. 12 , p. 24 , p. 26 , p. 52 , p. 75 HP Product Material Content Information Supply chain responsibility: Our approach HP Circularity Accounting Manual
301-1 Materials used by weight or volume	SPR, p. 26 , p. 103
301-2 Recycled input materials used	SPR, p. 26 , p. 103
301-3 Reclaimed products and their packaging materials	SPR, p. 28 , p. 103
GRI 302: Energy	
3-3 Management of material topics	SPR, p. 12 , p. 44 , p. 48 , p. 65 , p. 119
302-1 Energy consumption within the organization	SPR, p. 42
302-2 Energy consumption outside of the organization	SPR, p. 21
302-3 Energy intensity	SPR, p. 48

Disclosure	Location
302-4 Reduction of energy consumption	SPR, p. 42 , p. 46 , p. 48
302-5 Reductions in energy requirements of products and services	SPR, p. 21
GRI 303: Water and Effluents	
3-3 Management of material topics	SPR, p. 12 , p. 55 , p. 56 HP Water Accounting Manual HP's CDP response submitted in 2025
303-1 Interactions with water as a shared resource	SPR, p. 12 , p. 55 , p. 56 HP Water accounting manual HP's CDP response submitted in 2025
303-2 Management of water discharge-related impacts	SPR, p. 12 , p. 55 , p. 56 HP's CDP response submitted in 2025
303-3 Water withdrawal	SPR, p. 55 HP's CDP response submitted in 2025
303-4 Water discharge	HP's CDP response submitted in 2025
303-5 Water consumption	SPR, p. 55 HP's CDP response submitted in 2025
GRI 304: Biodiversity	
3-3 Management of material topics	SPR, p. 12 , p. 24 , p. 26 , p. 52 , p. 75 HP Product Material Content Information Supply chain responsibility: Our approach HP Circularity Accounting Manual
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SPR, p. 52 , p. 57 , p. 75 HP Product Material Content Information Supply chain responsibility: Our approach HP Circularity Accounting Manual
304-2 Significant impacts of activities, products and services on biodiversity	This information is currently unavailable. We finalized our latest double materiality assessment in February 2024, which didn't allow enough time to collect this information. We will be looking into disclosing more information on the topic in the next reporting cycle.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - [GRI Index](#)
 - UNGPRF Index
 - Endnotes

Disclosure	Location
304-3 Habitats protected or restored	SPR, p. 52
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	SPR, p. 53
GRI 305: Emissions	
3-3 Management of material topics	SPR, p. 12 , p. 42 , p. 48 , p. 46 , p. 65 HP Carbon Accounting Manual
305-1 Direct (Scope 1) GHG emissions	SPR, p. 105 HP's CDP response submitted in 2025 HP Carbon Accounting Manual
305-2 Energy indirect (Scope 2) GHG emissions	SPR, p. 105 HP's CDP response submitted in 2025 HP Carbon Accounting Manual
305-3 Other indirect (Scope 3) GHG emissions	SPR, p. 105 HP's CDP response submitted in 2025 HP Carbon Accounting Manual
305-4 GHG emissions intensity	SPR, p. 48 HP's CDP response submitted in 2025 HP Carbon Accounting Manual
305-5 Reduction of GHG emissions	SPR, p. 42 , p. 44 , p. 48 HP's CDP response submitted in 2025 HP Carbon Accounting Manual
305-6 Emissions of ozone-depleting substances (ODS)	SPR, p. 108 HP's CDP response submitted in 2025 HP Carbon Accounting Manual
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SPR, p. 105

Disclosure	Location
GRI 306: Waste	
3-3 Management of material topics	SPR, p. 12 , p. 24 , p. 26 , p. 28 , p. 29 p. 50 , p. 57 , p. 58 Export of Electronic Waste to Developing Countries Policy
306-1 Waste generation and significant waste-related impacts	SPR, p. 26 , p. 57 , p. 58 , p. 108 HP Statement on E-Waste & Used Electronic Equipment
306-2 Management of significant waste-related impacts	SPR, p. 28 , p. 29 p. 57 , p. 58 HP employs third-party entities for the collection and management of waste, adhering to all requisite statutory obligations.
306-3 Waste generated	SPR, p. 57 , p. 108
306-4 Waste diverted from disposal	SPR, p. 28 , p. 57 , p. 109
306-5 Waste directed to disposal	SPR, p. 28 , p. 57
GRI 308: Supplier Environmental Assessment	
3-3 Management of material topics	SPR, p. 12 , p. 46 , p. 56 , p. 58 Supply chain responsibility: Our approach HP Supplier Code of Conduct Supplier Social and Environmental Responsibility Requirements
308-1 New suppliers that were screened using environmental criteria	SPR, p. 112
308-2 Negative environmental impacts in the supply chain and actions taken	SPR, p. 112
GRI 400: Social Standard Series	
GRI 401: Employment	
3-3 Management of material topics	SPR, p. 12 , p. 91 , p. 92 , p. 94
401-1 New employee hires and employee turnover	SPR, p. 113
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SPR, p. 91



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - [GRI Index](#)
 - UNGPRF Index
 - Endnotes

Disclosure	Location
401-3 Parental leave	Information on the total number of employees eligible for parental leave by gender, those taking parental leave by gender, and the total number returning to work after parental leave, categorized by gender, is currently unavailable. Also lacking is data on the total number of employees still employed 12 months post-parental leave and the return-to-work and retention rates of employees who took parental leave, segmented by gender. We aspire to incorporate this relevant information into future reports.
GRI 402: Labor/Management Relations	
3-3 Management of material topics	SPR, p. 12 , p. 91
402-1 Minimum notice periods regarding operational changes	The information is not available for external reporting due to legal and regulatory considerations and variability in local employment practices.
GRI 403: Occupational Health and Safety	
3-3 Management of material topics	SPR, p. 12 , p. 26 , p. 48 , p. 69 , p. 70 , p. 93 , p. 94 , p. 112 HP Environmental, Health, and Safety Policy Supply chain responsibility: Our approach
403-1 Occupational health and safety management system	SPR, p. 48
403-2 Hazard identification, risk assessment, and incident investigation	SPR, p. 48 , p. 93 , p. 112
403-3 Occupational health services	SPR, p. 48 , p. 93
403-4 Worker participation, consultation, and communication on occupational health and safety	SPR, p. 48 HP Supplier Code of Conduct
403-5 Worker training on occupational health and safety	SPR, p. 112
403-6 Promotion of worker health	SPR, p. 94
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SPR, p. 112
403-8 Workers covered by an occupational health and safety management system	Quantitative information on workers covered by an occupational health and safety management system is currently unavailable. We are exploring ways to disclose this data in future reports.

Disclosure	Location
403-9 Work-related injuries	SPR, p. 114 The types of injury HP recorded in calendar year 2025 included hands/wrists (34%), head/neck (26%), arms/shoulders (22%), back (19%), lower extremities (17%), trunk injuries, including chest and abdomen (8%), and other (2%). Some injuries are classified using multiple injury types (18%). Multiple body parts were involved in 32% of the cases; therefore, category percentages may not total 100% because cases can be classified in more than one category. HP experienced zero fatalities for the year reported (Calendar year 2025). HP does not report absentee rate.
403-10 Work-related ill health	SPR, p. 114 The information related to workers who are not employees is currently unavailable. We aspire to incorporate this relevant information into future reports.
GRI 404: Training and Education	
3-3 Management of material topics	SPR, p. 12 , p. 63 , p. 88 , p. 92 Employees work closely with their managers to create annual personal development goals that build on their strengths, improve performance, and progress their careers. We track and measure employee participation in development at program and audience levels, with clear targets for both. We evaluate all formal development programs through our learning management system, and for selected programs, we conduct deeper analysis to measure improvements in employee performance and business impact.
404-1 Average hours of training per year per employee	SPR, p. 88
404-2 Programs for upgrading employee skills and transition assistance programs	SPR, p. 88
404-3 Percentage of employees receiving regular performance and career development reviews	SPR, p. 90
GRI 405: Diversity and Equal Opportunity*	
3-3 Management of material topics	SPR, p. 12 , p. 63 , p. 69 , p. 91 , p. 95 Global Harassment-Free Work Environment Policy Open Door Policy



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - [GRI Index](#)
 - UNGPRF Index
 - Endnotes

Disclosure	Location
405-1 Diversity of governance bodies and employees	SPR, p. 113 HP Board of Directors HP 2026 Proxy Statement, p. 8
405-2 Ratio of basic salary and remuneration of women to men	Information on the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation, is currently unavailable. We aim to provide this data in future reports.
GRI 406: Non-discrimination	
3-3 Management of material topics	SPR, p. 12 , p. 60 , p. 63 , p. 69 Supply chain responsibility: Our approach HP Human Rights Policy Global Harassment-Free Work Environment Policy Open Door Policy Global Non-Discrimination Policy
406-1 Incidents of discrimination and corrective actions taken	HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. Due to confidentiality, HP does not report details regarding specific incidents of discrimination during the reporting period.
GRI 407: Freedom of Association and Collective Bargaining	
3-3 Management of material topics	SPR, p. 12 , p. 112 Supply chain responsibility: Our approach HP Human Rights Policy Open Door Policy
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SPR, p. 112 HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. We require suppliers to train workers to understand their rights concerning collective bargaining, and to allow workers to associate freely without fear of discrimination, reprisal, intimidation, or harassment.

Disclosure	Location
GRI 408: Child Labor	
3-3 Management of material topics	SPR, p. 12 , p. 63 , p. 69 , p. 73 Supply chain responsibility: Our approach HP Modern Slavery Act Transparency Statement HP Human Rights Policy
408-1 Operations and suppliers at significant risk for incidents of child labor	SPR, p. 65 , p. 112 HP Modern Slavery Act Transparency Statement One hundred percent of our suppliers were in conformance with the “risk of child labor” provision of the Supplier Code of Conduct in 2025. Ninety-eight percent of our suppliers were in conformance with the young worker protection management systems in 2025. HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances. To support rights in this area, HP has controls to meet student and young worker requirements. In China, no more than 20% of the direct labor supporting the manufacturing of HP products, packaging, parts, components, subassemblies, and materials at any given facility should consist of student workers at any point in time. We track performance in this area through our KPI Program and student worker assessments.
GRI 409: Forced or Compulsory Labor	
3-3 Management of material topics	SPR, p. 12 , p. 63 , p. 69 , p. 73 Supply chain responsibility: Our approach HP Modern Slavery Act Transparency Statement HP Human Rights Policy
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SPR, p. 73 , p. 112 HP discloses the rates of conformance in production supplier sites audited, as well as the data needed to calculate the approximate number of nonconformances.
GRI 410: Security Practices	
3-3 Management of material topics	SPR, p. 12 , p. 31
410-1: Security personnel trained in human rights policies or procedures	The information is not available for external reporting due to legal and regulatory considerations and the decentralized nature of security arrangements.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact

- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - [GRI Index](#)
 - UNGPRF Index
 - Endnotes

Disclosure	Location
GRI 413: Local Communities	
3-3 Management of material topics	SPR, p. 12 , p. 96 , p. 100 , p. 114 HP Global Charitable Contributions Policy
413-1 Operations with local community engagement, impact assessments, and development programs	SPR, p. 84 , p. 96 , p. 98 , p. 114
413-2 Operations with significant actual and potential negative impacts on local communities	SPR, p. 46 , p. 75 Further information on operations with significant actual and potential negative impacts on local communities, including the location of operations and their significant impacts, is not available. HP has a strong environment, health, and safety commitment, and will be looking to address this gap in future reports.
GRI 414: Supplier Social Assessment	
3-3 Management of material topics	SPR, p. 46 , p. 63 , p. 70 HP Supplier Code of Conduct HP Human Rights Policy Modern Slavery Transparency Statement
414-1: New suppliers that were screened using social criteria	SPR, p. 68 , p. 112
414-2: Negative social impacts in the supply chain and actions taken	SPR, p. 112
GRI 415: Public Policy	
3-3 Management of material topics	SPR, p. 12 HP understands the importance of managing its public policy engagement so that it aids in promoting policies that protect and advance human rights.
415-1 Political contributions	U.S. Political Engagement HP Political Contributions Policy Integrity at HP
GRI 416: Customer Health and Safety	
3-3 Management of material topics	SPR, p. 12 , p. 32 , p. 63 , p. 69 Safety data sheets

Disclosure	Location
416-1 Assessment of the health and safety impacts of product and service categories	SPR, p. 32
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quantitative information on incidents of nonconformance with regulations or voluntary codes concerning the health and safety impacts of products and services is currently unavailable. We will be looking to disclose this data in future reports.
GRI 418: Customer Privacy	
3-3 Management of material topics	SPR, p. 12 , p. 36 , p. 63 , p. 69 Our Approach to Privacy HP U.S. Privacy Statement
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SPR, p. 33

* Although this GRI Standards topic was not determined to be material in HP's materiality assessment, we recognize that it is relevant to some stakeholders, and we provide information about HP's programs and performance in this area.



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - [UNGPRF Index](#)
 - Endnotes

Appendix

United Nations Guiding Principles Reporting Framework Index

HP is committed to respecting the UN Guiding Principles on Business and Human Rights. HP considered the UN Guiding Principles Reporting Framework (UNGPRF) in the development of this report. This index includes links to information about relevant disclosures.

Human rights topic	Section of the UNGPRF	Location
PART A: GOVERNANCE OF RESPECT FOR HUMAN RIGHTS		
Policy commitment	A1	What does the company say publicly about its commitment to respect human rights? SPR, p. 12, p. 14, p. 15, p. 64 Policies and commitments HP Human Rights Policy Modern Slavery Transparency Statement
Policy commitment	A1.1	How has the public commitment been developed? SPR, p. 14, p. 16, p. 64, p. 65, p. 69
Policy commitment	A1.2	Whose human rights does the public commitment address? SPR, p. 64, p. 65, p. 69 Modern Slavery Transparency Statement
Policy commitment	A1.3	How is the public commitment disseminated? SPR, p. 60, p. 63, p. 64, p. 75, p. 84 Modern Slavery Transparency Statement Integrity at HP HP Supplier Code of Conduct
Embedding respect	A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment? SPR, p. 3, p. 12, p. 64 HP Human Rights Policy
Embedding respect	A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why? SPR, p. 64, p. 65
Embedding respect	A2.2	What kinds of human rights issues are discussed by senior management and by the Board, and why? SPR, p. 64, p. 65 Modern Slavery Transparency Statement
Embedding respect	A2.3	How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions? SPR, p. 60, p. 63, p. 73 Modern Slavery Transparency Statement

Human rights topic	Section of the UNGPRF	Location
Embedding respect	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights? SPR, p. 3, p. 64, p. 68, p. 69 HP Human Rights Policy HP Supplier Code of Conduct Modern Slavery Transparency Statement
Embedding respect	A2.5	What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result? SPR, p. 65 Modern Slavery Transparency Statement
PART B: DEFINING THE FOCUS OF REPORTING		
Statement of salient issues	B1	Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period. SPR, p. 65
Determination of salient issues	B2	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders. SPR, p. 65
Choice of focal geographies (if any)	B3	Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made. SPR, p. 65, p. 73
Additional severe impacts (if any)	B4	Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed. Modern Slavery Transparency Statement



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - [UNGPRF Index](#)
 - Endnotes

Human rights topic	Section of the UNGPRF		Location
PART C: MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES			
Specific policies	C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	SPR, p. 64, p. 73, p. 75 Policies and Standards (links to all policies) HP Human Rights Policy Modern Slavery Transparency Statement
Specific policies	C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	SPR, p. 63, p. 65 HP Human Rights Policy Integrity at HP HP Supplier Code of Conduct Policies and Standards (links to all policies) Modern Slavery Transparency Statement
Stakeholder engagement	C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	SPR, p. 63, p. 65, p. 78, p. 84 HP Human Rights Policy Integrity at HP HP Supplier Code of Conduct Modern Slavery Transparency Statement
Stakeholder engagement	C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	SPR, p. 14, p. 65, p. 78 HP Human Rights Policy Integrity at HP HP Supplier Code of Conduct Modern Slavery Transparency Statement
Stakeholder engagement	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	SPR, p. 14, p. 63, p. 65, p. 84, p. 95 HP Human Rights Policy
Stakeholder engagement	C2.3	During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	SPR, p. 14, p. 65, p. 72, p. 73, p. 84, p. 95, p. 112

Human rights topic	Section of the UNGPRF		Location
Assessing impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time?	SPR, p. 62, p. 65, p. 73, p. 75, p. 78, p. 91, p. 93, p. 112
Assessing impacts	C3.1	During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	SPR, p. 34, p. 61, p. 73, p. 75, p. 112
Assessing impacts	C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	SPR, p. 34, p. 72, p. 73, p. 82 Modern Slavery Transparency Statement
Integrating findings and taking action	C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	SPR, p. 64, p. 65, p. 112
Integrating findings and taking action	C4.1	How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	SPR, p. 64, p. 65, p. 72, p. 82
Integrating findings and taking action	C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	SPR, p. 3, p. 62, p. 64 HP Human Rights Policy Modern Slavery Transparency Statement
Integrating findings and taking action	C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	SPR, p. 61, p. 63, p. 72, p. 73, p. 82
Tracking performance	C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	SPR, p. 34, p. 73, p. 112
Tracking performance	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	SPR, p. 73, p. 75, p. 92
Remediation	C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	SPR, p. 78 Modern Slavery Transparency Statement



- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - [UNGPRF Index](#)
 - Endnotes

Human rights topic	Section of the UNGPRF		Location
Remediation	C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	SPR, p. 78
			Integrity at HP
			Integrity at HP (website)–Report an ethics concern
Remediation	C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	SPR, p. 78
Remediation	C6.3	How does the company process complaints and assess the effectiveness of outcomes?	SPR, p. 34 , p. 78
			Modern Slavery Transparency Statement
Remediation	C6.4	During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?	SPR, p. 34 , p. 61 , p. 73 , p. 75 , p. 80
Remediation	C6.5	During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?	SPR, p. 73 , p. 75 , p. 92



○	Introduction
○	Sustainability Strategy
○	Empower Customer Sustainability
○	Transform HP's Value Chain
○	Advance Societal Impact
●	Appendix
	About this report
	Data
	External assurance
	Forward-looking statements
	Policies and standards
	Independent assurance
	UNSDG Index
	GRI Index
	UNGPRF Index
	Endnotes

Endnotes

1	Reported in accordance with Corporate Knights Sustainable Economy Taxonomy (v9.0), HP included revenue from products certified to ecolabels (EPEAT® Gold/Silver/Bronze, TCO, Blue Angel, UL ECOLOGO®, and ENERGY STAR®), products designed using recycled materials, products that have been recycled, fixed, or resold, and products as a service with end-of-life management policies. The increase compared to 2024 is due to a change in the Corporate Knights Sustainable Economy Taxonomy methodology.	10	Absolute reduction of Scope 1, 2, and 3 GHG emissions compared to 2019. Excludes non-HP paper consumed during product use. As of November 2024, these goals were approved by the Science Based Targets initiative (SBTi). SBTi-validated long-term target is for 90% reduction in Scope 1, 2, and 3 emissions by 2040.	22	Available for select EliteBook devices.	37	Eligible subscribers are those located in Instant Ink-supported European countries using supported HP OfficeJet Pro 9010/9020 series printers with updated firmware. Program availability varies by country.
2	This growth reflects outcomes achieved during the six-month Future of Work Accelerator for the 2025 cohort and the 12 months following participation for the 2024 cohort.	11	Our programs aim to accelerate digital equity through providing access to at least one of the following: technology, digital literacy, and AI or digital skills content. Digital equity data includes both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers.	23	HP auto-on/auto-off technology capabilities subject to printer and settings; may require a firmware upgrade.	38	The recycling rate is based on the weight of products returned for recycling compared with the weight of our product sales from seven years ago (the estimated average lifespan of our products). It is impractical for HP to report the recycling rate by product category, as equipment is not typically sorted at collection points. This rate also does not include packaging recycling, due to limited data available from recyclers.
3	Calculated as the percentage of primary plastic packaging (by weight) reduced per unit shipped. Excludes secondary and tertiary packaging components. Includes HP personal systems and printer hardware packaging. Does not include packaging for the following: Graphics Solutions hardware other than PageWide XL and DesignJet printers; 3D printing hardware; print supplies; refurbished products; and accessories such as third-party options, drop-in box, and aftermarket options.	12	In the 2025 HP Sustainability Progress Report, we use the definition of "materiality" from concepts borrowed from international standards and regulatory frameworks related to sustainability. This definition is different from the term as it has been defined by or construed in accordance with securities laws or any other laws of the United States or any other jurisdiction, or as used in the context of our financial statements and financial reporting, or our reports filed with the U.S. Securities and Exchange Commission (SEC). Topics identified as material for the purpose of this report should not be construed as being material for SEC or other reporting purposes, financial or otherwise.	24	HP calculations based on normalized ENERGY STAR® TEC data of HP LaserJet Pro and Enterprise series with HP TerraJet cartridges compared with predecessors. See hp.com/TerraJet/energysaving .	39	The number of countries or territories where HP offers legislation-driven and/or voluntary hardware take-back and recycling programs, and/or voluntary ink and/or toner take-back and recycling programs. Program availability varies. For details, see hp.com/recycle .
4	HP achieved a 75% reduction in single-use plastic packaging elimination rate in June 2025 and remained at that level, on average, through the remainder of the year.	13	Clean energy refers to electricity generated from renewable, low-emission sources (such as wind, solar, geothermal, and sustainably certified hydropower) and substantiated through verified energy-attribute certificates or equivalent contractual instruments.	25	Renewable material is defined as material that is 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.	40	The number of countries or territories where HP offers voluntary ink and/or toner take-back and recycling programs. Program availability varies. For details, see hp.com/recycle .
5	Source: https://h20195.www2.hp.com/v2/GetPDF.aspx/4AA8-5131ENW.pdf	14	We conduct PCFs, a subset of LCAs, of business HP desktops, notebooks, tablets, workstations, thin clients, all-in-one computers, and displays to better understand the performance of individual products and our overall portfolio. These estimate the total GHG emissions associated with a product over its lifetime and include emissions from materials extraction, manufacturing, distribution, use, and end-of-life management. To assess and report our complete personal systems PCF, we extrapolate these results to cover 99% of overall personal systems product sales by unit during the reporting year.	26	According to a 2022 McKinsey study: https://www.mckinsey.com/capabilities/operations/our-insights/product-sustainability-back-to-the-drawing-board	41	See hp.com/recycle for availability.
6	HP estimates supplier GHG emissions avoided based on supplier-reported energy savings from specific energy-efficiency projects (compared with projected energy use without those projects) and supplier use of zero-emissions energy. These energy data are converted into GHG emissions avoided using emission factors for electricity and fuel types. These data also include estimates of product transportation-related GHG emissions avoided, related to specific initiatives to improve product-transportation efficiency. Data includes supplier reporting through 2024, the most recent data set available.	15	All our environmental impact assessments are made in accordance with International Organization for Standardization (ISO) 14040 and ISO 14044. All impact estimates involve some level of reasonable assumptions and uncertainty, resulting largely from industry-wide data limitations and data quality.	27	Upgradeability in electronics refers to the ability to replace or add new hardware, software, or firmware to improve a device's performance or bring it up to date.	42	See hp.com/inkrecycledcontent for list of products.
7	Recycled content plastic 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 aftermarket hardware accessories. Total recycled content plastic includes postconsumer recycled plastic, closed-loop plastic, and ocean-bound plastics used in HP products. Personal systems plastic is defined by EPEAT® ecolabel criteria. Subject to relevant restrictions on the use and distribution of materials destined for recycling and/or recycled feedstocks.	16	"Direct match" means that HP has conducted an LCA for the exact product shipped. Our carbon footprint methodology is third-party reviewed in accordance with ISO 14040 and 14044.	28	Not all PCs and displays pass MIL-STD-810.	43	During 2025, 30,223 tonnes of electronic equipment were collected on HP's behalf to comply with producer responsibility requirements of the EU WEEE Directive, compared to 77,648 tonnes of HP electronic equipment placed on the relevant markets during the year. Data includes EU countries in which the authorities or the legislative system provide visibility of the recycling volume allocated to HP. Take-back volumes related to non-EU legislation are excluded.
8	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.	17	As of January 2025.	29	Renewable content is defined per the Global Reporting Initiative (GRI) as "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."	44	By definition, these include child labor, forced labor, severe forms of discrimination, health and safety issues posing immediate danger to life or risk of serious injury, and perceived violation of environmental laws posing serious and immediate harm to the community. We take such findings very seriously and require suppliers to cease all related practices and report corrective actions taken within 30 days of the original audit. Recruitment fees must be reimbursed within 90 days of discovery; this is verified by an on-site inspection within 180 days of discovery. We follow up closely to ensure that all required corrective actions are completed, and we visit sites to confirm resolution. Immediate priority findings do not necessarily involve termination of the supplier; we work with suppliers as appropriate to improve their performance and worker conditions in these areas.
9	Zero-waste operations: Achieve 90% landfill diversion for nonhazardous solid waste across direct operations. The diversion methods include reuse, recycling, composting, and incineration (waste-to-energy recovery) solutions. Includes all HP-owned and-managed sites worldwide.	18	As of November 2025, in the EPEAT® registry of the United States.	30	2025 data do not include personal systems accessories and print accessories that are sold separately.	45	An HP printing system consists of an HP printer, paper, and Original HP supplies. Blue Angel DE-UZ 219 emissions criteria or earlier versions applicable when printing system launched.
		19	As of December 15, 2025. Includes computers, displays, imaging equipment, and telephones.	31	Recycled content must meet the ISO 14021 definition and be verified either via supplier declarations or material-level certifications (e.g. UL 2809, SCS Global Services Recycled Content Standard, or equivalent).	46	2025 WKI Emissions Testing study, commissioned by HP, in compliance with Blue Angel protocol DE-UZ 219: 42 non-HP (30 imitation and 12 remanufactured) toner cartridge brands compatible with HP LaserJet Pro M507dn purchased in Australia, China, Germany, India, Indonesia, Mexico, Netherlands, Poland, Singapore, South Africa, South Korea, Spain, Switzerland, Thailand, the UAE, and the United States. See HP.com/go/IAQnonhpWKI2025 .
		20	Based on Procyon Office Productivity battery benchmark. Comparing HP EliteBook 1040 G11 with Intel Ultra 7 155H, 32GB memory, Intel Arc graphics card, 14-inch display in Smart Sense mode to competitive system with Intel Ultra 7 155H, 32GB memory, Intel Arc graphics card, 14-inch display in Balanced mode as of March 2025.	32	This is based on supplier reporting that states the material is recycled or certified. These data are based on fiscal year 2024 supplier self-declarations because HP's data collection process is being improved to align with increased reporting criteria for regulatory compliance. Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D products, scanners, personal systems accessories, and spare parts is not included.	47	HP Latex Inks were tested for hazardous air pollutants, as defined in the Clean Air Act, per U.S. Environmental Protection Agency Method 311 (testing conducted in 2013), and none were detected.
		21	Calculations based on Procyon Office Productivity battery benchmark. Comparing HP EliteBook 1040 G11 in Smart Sense mode with HP EliteBook 1040 G9 in Balanced mode.	33	These data reflect the number of EPEAT®-registered product models for which substance inventory is collected, divided by the total number of EPEAT-registered product models.		
				34	The amount of units shipped with recycled materials in the product is expressed as a percent of total units shipped. The data for HP Printing are exported from SIRA, and the data for personal systems are exported from the PANDA Power BI. This is consolidated, and the number of shipped units with recycled content is calculated by subtracting the number of units shipped without recycled content from the total units shipped for printing and personal systems.		
				35	Program availability varies. For details, see hp.com/recycle .		
				36	Includes recycled plastic, metal, and fiber, renewable material in packaging, and HP-brand paper. This metric is calculated using definitions in the HP Circularity Accounting Manual .		



2025
Sustainability
Progress Report

- Introduction
- Sustainability Strategy
- Empower Customer Sustainability
- Transform HP's Value Chain
- Advance Societal Impact
- **Appendix**
 - About this report
 - Data
 - External assurance
 - Forward-looking statements
 - Policies and standards
 - Independent assurance
 - UNSDG Index
 - GRI Index
 - UNGPRF Index
 - Endnotes

48	Water-based HP Latex Inks are not classified as flammable or combustible liquids under the U.S. Department of Transportation or international transportation regulations. Testing per the Pensky - Martens closed cup method demonstrated a flash point greater than 110°C (230°F).	65	www.worldwildlife.org/news/press-releases/wwf-launches-forests-forward-a-global-program-to-help-companies-deliver-lasting-science-driven-strategies-to-benefit-nature-climate-and-people/	82	By definition, immediate priority findings include child labor, forced labor, severe forms of discrimination, health and safety issues posing immediate danger to life or risk of serious injury, and perceived violation of environmental laws posing serious and immediate harm to the community. In 2025, we identified three immediate priority findings (see Supplier accountability) and 1,096 other nonconformances. These included other priority nonconformances (3% of the total) and all major nonconformances (97% of the total), as defined by the RBA Protocols 7.0.1, 7.1.1, 7.1.2, 7.1.3, and 8.0.
49	Printing with HP Latex Inks avoids the problematic reactive monomers associated with ultraviolet (UV) printing. Acrylate monomers present in uncured UV inks and UV-gel inks can damage skin.	66	https://explorer.land/p/organization/hp/forests-forward	83	HP's social impact strategy has been tightened to align with our business strategy on leading the Future of Work. Starting Q2 FY25, all social impact programming and partnerships will focus on equipping disconnected communities with technology and critical skills needed for the Future of Work.
50	According to the World Health Organization (WHO) .	67	https://www.acf.org.au/our-work/nature/kooda	84	Includes valuation of employee volunteer hours, employee donations, HP Foundation match, and HP Foundation grants.
51	Carbon and water footprint data presented in this section related to our production suppliers (except for HP-brand paper) is calculated using product life cycle assessment -based estimates for materials extraction through manufacturing and product transportation. Production supplier GHG emissions and water withdrawal data presented in Supply chain environmental impact are based on a different methodology.	68	https://www.acf.org.au/greater-gliders#:~:text=Is%20the%20greater%20glider%20endangered,80%25%20in%20just%2020%20years	85	In the United States, the Flexible Vacation program does not have a fixed amount of time tied to years of service—employees are limited only by what it takes to meet performance expectations and business needs. Vacation time varies in other locations.
52	Historical HP Carbon Accounting Manual and Water Accounting Manual are available here .	69	The HP EvoMore Community is a compensation program to help offset the impact of HP's environmental activities by supporting large-scale reforestation efforts to restore high-priority forests and wildlife habitats. Purchase and registration of your first HP EvoMore Original Ink Cartridge with EvoMore Community signup will result in a US\$5 contribution, and each subsequent verified purchase will result in a US\$1 contribution to the Arbor Day Foundation for the planting of trees.	86	In the United States, salary-exempt employees are eligible for paid sick time to cover occasional illness or until short-term disability is approved. Policies vary in other locations.
53	HP's climate risk assessment and other policies have been refreshed after CDP submission in July 2025.	70	U.S. Geological Survey (USGS) definition of water consumption used by HP: water that has been permanently removed from the immediate water environment through processes such as evaporation, transpiration, or incorporation into products or crops.	87	During calendar year 2025, HP documented 65 recordable incidents, 24 lost workday cases, and 375 lost workdays.
54	About GHG emissions data: This report includes Scope 1, 2, and 3 GHG emissions data from HP's operations, transportation fleet, and employee business travel, calculated according to the Greenhouse Gas Protocol of the World Business Council for Sustainable Development and the World Resources Institute (WRI). See the HP 2025 carbon footprint for more details and an overview of emissions across the value chain. • Scope 1 emissions include those from the direct use of natural gas, gasoline, diesel fuel, liquefied petroleum gas (LPG), jet fuel, refrigerants, and perfluorocarbons (PFCs) in operations and from fuel used by HP's transportation fleet. • Scope 2 emissions are primarily from purchased electricity used in HP's operational real estate. • Scope 3 emissions reported in this section result from employee business travel by commercial airlines and from commuting. • Data in this section for 2023 - 2025 uses the market-based method. In the data summary, we also include 2023 - 2025 data using the location-based method.	71	Direct consumption data for HP operations is based on site meter readings, utility invoices, or estimated data using an HP-calculated intensity factor. For estimations, calculations are based on internal analysis of water consumption intensity (liters per square feet) for each region and occupancy status. HP used 2024 intensity factors for 2025 water calculations.	88	The HP Foundation is a nonprofit 501(c)(3) organization.
55	Defined as energy used in our operations to generate a unit of economic activity represented by HP revenue.	72	Water stress refers to the ability, or lack thereof, to meet the human and ecological demand for water. Water stress can refer to the availability, quality, or accessibility of water. HP uses the WRI Aqueduct tool to assess water stress.	89	Employee volunteering hours value: Skills-based hours valued at US\$220 + hands-on hours at US\$34.79 and non-U.S. hours valuation adjusted for global differences in wages using the country's World Bank 2024 PPP Conversion Factor to Market Exchange Rate Ratio.
56	As applicable, HP uses Renewable Energy Certificates (RECs) in Canada and the United States, Guarantees of Origin (GOs) in most European countries, and International RECs (I-RECs) in most Asian countries and other countries not covered by RECs or GOs.	73	HP's goal is to reduce potable water withdrawal in global operations by 35% by 2025, compared with 2015, focusing on high-risk sites.	90	Nonproduct Scope 3 categories are categories 2, 3, 5, 6, 7, 8, 13, and 15.
57	Depending on the project, our sites may achieve certification for LEED for Building Design and Construction (LEED BD+C), LEED for Interior Design and Construction (LEED ID+C), or LEED for Operations and Maintenance (LEED O+M). Learn more .	74	NEWater (ultrapurified wastewater used in manufacturing operations, landscaping, and graywater plumbing in Singapore) is currently our only reused source.	91	Emissions from the three subsidiaries are not included for FY25, as the data was not available at the time of reporting. These emissions will be incorporated and the figures will be restated in next year's report once the data becomes available
58	This includes BREEAM International Refurbishment and Fit Out (RFO). Learn more .	75	Water discharge and/or evaporation rates are estimated. Upon receiving all invoiced water withdrawal and discharges and performing estimations on the withdrawn water to fill in gaps, the average rate of discharge for those sites with invoiced withdrawals and discharges, where the rate is not 100%, is calculated. The sites comprising the average rate of discharge are reviewed for reasonableness of inclusion. The discharge rate is applied to all sites in the portfolio.		
59	Check United Airlines SAF program website for more information.	76	Excludes new hires joining HP after January 1, 2025 (although all new hires are given 30 days to complete Integrity at HP New Hire training as part of their mandatory onboarding process).		
60	HP trademark license code FSC-C017543; see fsc.org . Not all FSC-certified products are available in all regions; look for logo on pack.	77	Our human rights programs, disclosed in the following sections, support multiple steps of our human rights due diligence process. To avoid duplication, we have referred to these programs under the single due diligence step that forms the program's primary purpose.		
61	Packaging is the box that comes with the product and all paper-based materials inside the box. Packaging for commercial, industrial, and 3D products, scanners, personal systems accessories, and spare parts is not included.	78	For our final assembly suppliers, we estimate that 45% - 55% of all workers are women and 20% - 30% are migrant workers. For our commodities suppliers, we estimate that 45% - 55% of all workers are women and 0% - 10% are migrant workers.		
62	Wood was added to the commitment in 2019 due to wood now being used in some HP products.	79	The term "forced labor" refers to situations in which people are coerced to work against their will, either overtly through violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers, and threats of denunciation. HP forbids any forced, bonded, or indentured labor, involuntary prison labor, slavery, or trafficking of persons within its supply chain and operations.		
63	As defined according to the Accountability Framework Initiative .	80	"Conflict minerals" refers to the mineral precursors of the metals tantalum, tin, tungsten, and gold (3TG) as defined in the U.S. Securities and Exchange Commission rule requiring a conflict minerals disclosure. Revenue from mining these minerals in the Democratic Republic of the Congo and adjoining countries has been widely linked to funding for groups engaged in extreme violence and human rights atrocities.		
64	Source: https://www.un.org/development/desa/en/news/forests-a-lifeline-for-people-and-planet.html#:~:text=Over%201.6%20billion%20people%20depend,one%20way%20or%20the%20other	81	The 2025 audit cycle consists of initial audits and full re-audits conducted in 2023 and 2025.		