2024 Sustainable Impact Report

Table of Contents

2024 Sustainable Impact Report

Letter from Our President and CEO

We believe the future of work should drive growth for companies and fulfillment for employees. At HP, we have a powerful opportunity to do both while serving as a force for good in the world.

This vision is grounded in our values of integrity, trust, and an unwavering commitment to people and the planet. These principles are the HP Way: a legacy of responsible business practices that has shaped our journey for decades and continues to guide us forward.

As a global company operating in over 170 countries, we bring these values to life wherever we do business. We focus on creating lasting impact in the communities we serve and helping prepare the next generation for what's ahead.

That is why sustainability is embedded in what we *do*—from how we innovate, to how we operate, to how we engage with our communities. It is not a separate initiative, but a core element of our strategy to grow responsibly and create lasting value for all our stakeholders.

Our Progress and Impact

We are making measurable progress. Across our environmental and societal goals, we are seeing results and advancing on many fronts. We have now reached 100% renewable electricity in our U.S. operations, reflecting our continued progress toward a net-zero future.

Through our digital equity programs, we have reached 65 million people since 2021—opening doors to education and economic advancement around the world. This work is essential to unlocking opportunity for future generations and creating a workforce ready for what's next. This includes our partnership with YMCA. Since 2022, we have partnered to establish more than 320 Digital Hubs across 14 countries, reaching more than 700,000 people.

Yet the real impact goes beyond numbers. These figures represent students discovering new possibilities, job seekers gaining critical digital and AI skills, and families connecting to opportunity. This is the heart of our societal impact—helping prepare the next generation for the future of work by expanding access to education, technology, and support systems people need to thrive.

It is a powerful reminder that behind every data point is a human impact—and that's what motivates us to keep going.

Delivering Value Through Sustainability

Our overall progress continues to be recognized. EcoVadis—a leading global sustainability ratings provider—awarded HP a platinum medal for the 15th consecutive year, placing us among the top 1% of companies worldwide.

Building on this impact, we are empowering our customers to create positive business value while reducing their environmental footprint. We are helping companies utilize innovative technology as more than a productivity tool but a fulfillment platform, grounded in our belief that technology can help companies deliver growth and fulfillment.

At the same time, we are transforming our value chain to embed sustainability and strengthen resilience across our global operations and supply chain.

Together, these efforts are driving meaningful change—empowering people, strengthening systems, and opening doors to a more inclusive, sustainable future of work. As we look ahead, we will continue to build on this momentum, committed to a future that delivers opportunity, purpose, and resilience for everyone.

I am deeply grateful to our employees, partners, and communities around the world for sharing this commitment. Your dedication and collaboration are what make our progress possible.

Saludos,

Enrique Lores
President and CEO

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 24th annual update: the 2024 HP Sustainable Impact 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 and 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, nongovernmental organizations (NGOs), and sector experts.
- Sustainability material topics from our latest sustainability materiality assessment, conducted in early 2024.

Report Scope:

Published in August 2025, the 2024 HP Sustainable Impact Report details our Sustainable Impact 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, Simpress, and CyberCore, independent subsidiaries of HP—unless otherwise stated.
- Encompasses Fiscal Year (FY) 2024 (1 November 2023 through 31 October 2024).
- Reflects data for the year ending 31 October 2024.

Additional Notes on Report Data and Metrics:

- Years mentioned refer to HP's FY, unless otherwise noted.
- Relevant endnotes in Highlights section can be found in corresponding sections throughout the report.
- 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.
- 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 are 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 Sustainable Impact strategy or 2024 HP Sustainable Impact Report by emailing sustainability@hp.com.

About HP

HP is a global technology leader and a creator of solutions that enable people to bring their ideas to life and connect to the things that matter most. Operating in more than 170 countries, HP delivers innovative and sustainable devices, services, and subscriptions for personal computing, printing, 3D printing, hybrid work, gaming, and other related technologies.

Key Facts

Enrique Lores
President and Chief Executive Officer, HP Inc.

Palo Alto, California, US
corporate headquarters

~150K
robust ecosystem of channel partners

58K
employees globally

FY2024 Highlights

US $53.6B
in net revenue

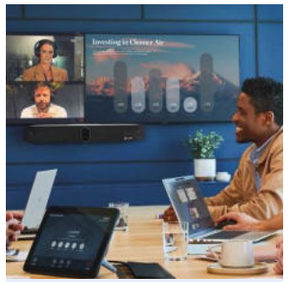
US $3.7B
net cash provided by operating activities

22K+
patents

US $1.6B
R&D spend

US $3.2B
returned to shareholders in the form of share repurchases and dividends

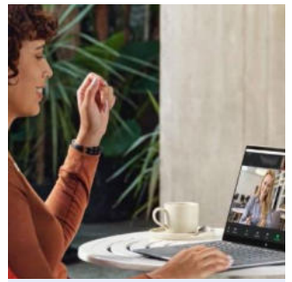
Strategic Priorities Focused on Leading the Future of Work



Innovating AI-Powered Capabilities

Capturing Commercial Growth

Best-in-Class Solutions Organization



Driving Consumer Value

Accelerating Digital Transformation

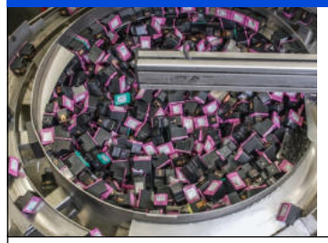
Sustainable Impact

Talent & Culture

2024 Highlights

Sustainable Impact strategy milestones and key progress include:

In Service to Customers

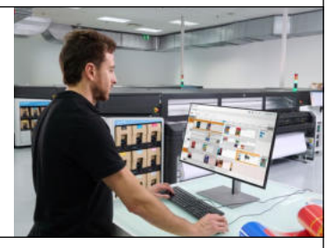


– **Circular Materials Use**

- In 2024, 43% of the materials used in HP products and packaging were from circular sources—with 99% of HP home and office printers, desktops, notebooks, displays, and workstations containing recycled content. Additionally, since 2019, HP has used more than 4 billion pounds of circular (reused, recycled, or renewable) materials in HP products and packaging.

– **Product Carbon Footprint**

- Product energy use generated 4.36 million tonnes of CO_2e in 2024—down 46% from 2019 and now accounting for only 25% of HP's total carbon footprint.



– **Recycled Metals**

- In 2024, HP increased recycled metal use in personal systems by 54%—using up to 90% recycled aluminum and magnesium, 50% recycled copper, and at least 25% recycled indium.

– **Circularity for Devices**

- HP's Information Technology Asset Disposition (ITAD) service collects eligible end-of-use devices and provides customers with the residual value of their assets. Over 85% of the used devices collected by HP's ITAD service in 2024 qualified to be refurbished, avoiding e-waste.

– **Ocean-Bound Plastic Innovation**

- In 2024, HP expanded our ocean plastic supply chain—repurposing materials like Expanded Polystyrene (EPS) and discarded fishing nets into new products, including the HP EliteBook 1040 G11.

Across HP's Value Chain

– **HP's 2040 Net-Zero Target Approved by SBTi**

- In 2024, HP submitted our 2040 net-zero target for validation and received official approval from the Science Based Targets initiative (SBTi).

– **100% Renewable Electricity in US Operations**

- HP has consistently achieved 100% renewable electricity across US operations since 2017.

– **41% Emissions Reduction Since 2019**

- In 2024, HP's global operations produced 127,600 tonnes of Scope 1 and 2 CO_2e—a 41% reduction compared with 2019.

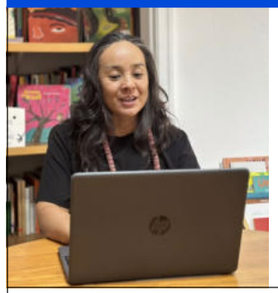
– **94% Supplier Renewable Energy Adoption**

- 94% of HP production suppliers (by spend) reported using renewable energy, and 71% had set renewable energy goals.

– **Forest Protection & Landscape-Level Conservation**

- HP and World Wildlife Fund (WWF) have helped conserve over 565,000 acres of forest—an area larger than New York City, London, and Washington, D.C. combined.

On Behalf of Society



– **Digital Equity Accelerator**

- In 2024, HP supported 10 nonprofits across Brazil, Canada, and Poland through the Digital Equity Accelerator—reaching disconnected communities with economic opportunity and digital skills training. Since 2022, the program has helped reach over 9.1 million people across nine countries.

– **YMCA Digital Hubs and HP HOPE**

- In 2024, HP and YMCA partnered across 14 countries to equip underserved youth with digital tools and job-readiness training—launching HP digital hubs in Spain, Belgium, Moldova, the US, and beyond. In FY24, HP's Helping Others by Providing Education (HOPE) program delivered refurbished devices to over 40,000 young people through 27 projects in 12 countries—advancing digital inclusion while promoting circularity.

– **HP in the Community**

- In 2024, 25,871 HP employees volunteered 360,600 hours across 57 countries—bringing total volunteer hours to 1.6 million since 2016. Volunteers delivered Artificial Intelligence (AI) education in Taiwan, created community solutions, and supported local nonprofits worldwide.

– **HP LIFE**

- In 2024, HP launched four new courses and expanded mobile offline access—reaching 1.6 million people to date to power the future of work, including new courses such as effective leadership, résumé writing, cybersecurity awareness, and agile project management.

Recognition

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

Rated among the top 1% of companies for social and environmental efforts for the 15th year in a row

Received MSCI ESG rating of AA in 2024

Ranked in the top 10 for environmental, social, and governance (ESG) performance

Named one of the 100 Most Sustainable Corporations in the World for the 10th year in a row

Ranked second on the America's Most JUST Companies list in 2025 and recognized as an Industry Leader, ranking first in the Technology Hardware Industry

North America Company of the Year for circular economy performance

Sixth-time honoree for global leadership in ethical business practices

Recognized as an Information and Communication Technology (ICT) leader in 2025 for commitment to address forced labor in our supply chain

Ranked 13th among 72 global IT companies (48th of 780 brands assessed overall) on 2024 Green Supply Chain Corporate Information Transparency Index

Recognized for product energy efficiency for the seventh year in a row

Ranked in the top 10 on Forbes Net-Zero Leaders 2025

HP Renew Solutions awarded the Original Equipment Manufacturer (OEM) Circular Innovation Award at 2024 IT Asset Disposition Summit

Sustainable Impact

Strategy

Our bold ambition is to lead the Future of Work, delivering growth and fulfillment for business and people everywhere.

Sustainable Impact

In Service to Customers

Empower Customer Sustainability

Accelerate the Future of Work by empowering customers to lower their environmental impact with HP Innovations

Across HP's Value Chain

Transform HP's Value Chain

Drive resilience, responsibility, and sustainability across the value chain

On Behalf of Society

Advance Societal Impact

Advance global sustainability and digital workforce development through partnership & advocacy

HP is redefining the future of work through technology—creating experiences that drive growth and more fulfilling work for people globally. Our commitment is grounded in our values of integrity, trust, and an unwavering commitment to people and the planet. Beyond innovation, we focus on shaping a more sustainable future for the next generation of workers and driving business value for our customers.

Our Sustainable Impact strategy focuses on customers, our value chain, and society—cutting waste, boosting efficiency, and enabling responsible growth. Guided by the HP Way, we pursue science-based targets, renewable energy, and human rights protections across our operations and value chain.

Over 60% of our 2024 revenue came from products that reduce environmental impact reported in accordance with the Corporate Knights Sustainable Economy Taxonomy.[1] We earned our 15th consecutive Platinum rating from EcoVadis, placing us in the top 1% of companies globally.

Governance

Sustainable Impact is at the heart of HP's business strategy and is integrated throughout all levels of our company.

Our Executive Leadership team, led by HP's chief executive officer, retains overall responsibility for Sustainable Impact as part of our business strategy. Members of the Executive Leadership team, including the chief enterprise operations officer, business division presidents, chief marketing and corporate affairs officer, oversee Sustainable Impact targets relevant to their organizations. Performance against these and other business objectives is considered in total compensation.

The HP Board of Directors' Nominating, Governance, and Social Responsibility Committee (NGSRC) oversees, periodically reviews, and, as appropriate, makes recommendations to the board on the strategic priorities and investments related to sustainability and social impact. Convening at least four times each year, the NGSRC receives regular updates on Sustainable Impact strategy, results, and key risks and opportunities, including policies, positions, and goals relating to global citizenship, sustainability, climate change, human rights, and digital equity.

The NGSRC is also briefed on the impact of HP's operations on employees, customers, suppliers, partners, and communities worldwide; supply chain, environment, and sustainability performance; and HP's annual Sustainable Impact Report. As needed, the NGSRC makes recommendations to HP's Board of Directors, the majority of which have experience in environmental and social responsibility issues.

Performance of our chief enterprise operations officer, chief sustainability officer, and senior vice president of Global Product Compliance & Sustainable Impact (GPC & SI) is also evaluated in part based on the management of Sustainable Impact and the achievement of related targets and metrics. These evaluations impact compensation. Corporate initiatives to address Empowering Customer Sustainability, Transforming HP's Value Chain, and Advancing Societal Impact may be considered as a component of other company executives' total compensation as well.

Composed of domain expert representatives from across our organization, the Sustainable Impact Steering Committee manages and helps drive progress toward our goals. Additionally, every employee is encouraged to consider our Sustainable Impact strategy as part of their annual goal-setting process.

HP Sustainable Impact Governance Structure

1. NGSRC is the primary board committee providing oversight on execution of the sustainability strategy and accompanying initiatives. Audit Committee and Human Resources Committee will continue to engage as appropriate on sustainability.
2. The HP Executive Leadership team (ELT) Steering Committee includes the entire ELT, with sustainability updates included in regular ELT meetings.
3. The Cross-Functional Sustainable Impact Committee is comprised of HP senior executives.
4. The Sustainable Impact Leadership Team includes directors and other senior leaders from cross-functional teams represented in Global Product Compliance & Sustainable Impact's extended staff team, which lead and contribute to workstreams.

Stakeholder Engagement

We gain valuable insight into our Sustainable Impact strategy through regular engagement with a range of internal and external stakeholders, including employees, customers, suppliers, investors, peer companies, policymakers, industry bodies, nongovernmental organizations (NGOs), and sector experts.

Stakeholders are identified based on factors such as expertise, willingness to collaborate, reputation, location, sphere of influence, and ability to scale and accelerate progress. These interactions build our collective 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 partnerships, sponsorships, 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 follow a set frequency, such as our annual employee Voice Insight Action survey, yearly responses to rating/ranking questionnaires, and supplier audits. Other forms of engagement, including responses to customer requests for information about our Sustainable Impact performance, collaboration with NGOs and industry peers on specific issues, and discussion with policymakers, occur on an ad hoc basis.

We also conduct annual outreach regarding our governance profile with stockholders, which most recently included stockholders representing around 35% of our outstanding stock. Topics discussed include HP's strategy and business performance, governance practices, executive compensation, and Sustainable Impact.

Examples of stakeholder engagement in 2024 included the following, with additional information available throughout the report:

Empower Customer Sustainability

- To discuss the pivotal role public policy plays in driving progress toward a more sustainable and circular economy, we engaged key trade associations like the Chamber of Commerce, American Chamber of Commerce EU, the International Conservation Caucus Foundation, the Information Technology Industry Council, and the Consumer Technology Association, as well as international entities like the World Economic Forum and the United Nations.
- 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's Network, we collaborate to make the circular economy a reality.

Transform HP's Value Chain

- We engaged in initiatives focused on increasing support for clean energy and combating climate change, including the Responsible Business Alliance, Clean Energy Buyers Association, RE100, EV100, Carbon Disclosure Project's Supply Chain membership, Business Ambition for 1.5°C, and Center for Climate and Energy Solutions' Business Environmental Leadership Council.
- We engaged in multi-stakeholder collaborations, including the Responsible Business Alliance, the Responsible Minerals Initiative (appointed to the Steering Committee), the European Partnership for Responsible Minerals (the Advisory Committee of funding new pilot projects), the Responsible Sourcing Initiative (actively supporting the recycling space), Leadership Group for Responsible Recruitment, and Business for Social Responsibility (BSR) Human Rights Working Group (driving progress and elevating human rights best practices).
- We are committed to taking collective action to protect 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 are actively engaging in the program to drive meaningful decarbonization across the semiconductor and IT supply chains.
- We cross-checked supplier sites representing 95% of our spend against the Institute of Public & Environmental Affairs (IPE)'s public database of environmental violations. Certain first-tier suppliers also provided information about sub-tier supplier compliance with local environmental laws. This review of over 922 sub-tier suppliers against IPE's public database of environmental violations identified 63 issues in 2024. Of these, 32 had been corrected as of November 2024, and we continue working with the relevant first-tier suppliers and IPE to assess, address, and resolve the remaining issues.

Advance Societal Impact

- We engaged with nonprofits embedded in disconnected communities through HP's Digital Equity Accelerator, providing them with monetary grants and resources to bridge the digital divide. We collaborated with Massachusetts Institute of Technology's MIT Solve to address equity challenges through social entrepreneurship, and our work with the YMCA created economic opportunity for young people by helping them develop the skills they need.

Driving Sustainable Sales and Impact with Our Channel Partners

In 2021, we launched Amplify Impact, the first sustainability program for IT channel partners.

AMPLIFY IMPACT
HP PARTNER PROGRAM

Informed by our own sustainability expertise, investments, and initiatives—and aligned with our Sustainable Impact strategy—Amplify Impact is designed to accelerate change across the IT industry and to support our partners in driving sustainability sales and impact.

Sustainability is a key IT sales differentiator. Increasingly, it is a mandatory criteria for IT tenders. Customers want to purchase products with sustainability attributes from trusted HP partners—and those partners want to build sustainable businesses and earn loyal customers. A survey of Amplify Impact partners showed a 71% increase in tender win rate and a doubling of sustainable sales won annually due to the program.

Customers benefit significantly when their suppliers and partners have empowered their workforce with a deepened understanding of sustainability and an enhanced ability to offer sustainable products and solutions. Knowing that their partner or supplier is guided by HP's sustainability leadership and advocacy provides customers with confidence that their own sustainability goals are being supported by a trusted and forward-thinking ecosystem.

More than 4,500 partners—representing over 80% of HP channel partner revenue—are enrolled and benefiting from this world-class program. We have exceeded our objective to enroll at least 50% of channel partners by 2025.

To support channel partners on their journey, Amplify Impact includes:

- A sustainability self-assessment and personalized comprehensive report, which provides partners with actionable insights, industry best practices, and resources (including peer-to-peer comparison). 90% of partners report that they highly value these personalized recommendations.
- The Amplify Impact Hub, which offers customized sustainability support with over 25 initiatives, trainings, consultancy, and personalized tracking to drive our partners' sustainability sales and impact.
- HP University, which offers a comprehensive sustainability sales training curriculum. More than 2,400 Amplify Impact partners have completed over 162,000 HP sustainability training courses.
- Support for partners with sustainability bids from the HP Sustainability and Compliance Center, along with exclusive sales support materials.

Amplify Impact has received industry recognition and several awards, including champion status in the Canalys (part of Omdia) 2025 Sustainable Ecosystem leadership matrix. The program also won Computer Reseller News (CRN's) Global Flagship Award—Sustainability Vendor of the Year 2024—and was a finalist for the 2023 World Sustainability Awards.

The Amplify Impact program gives channel partners the tools to develop their sustainability expertise and strategy and to promote their achievements using exclusive marketing materials and social media kits. In May 2024, we extended our program to distribution partners.

Key Figures

71%

of partners report that the program has helped improve their win rate of sustainability deals.

162K+

sustainability-related training courses were completed by HP Amplify Impact partners.

79%

of partners expressed a high rate of satisfaction with the HP Amplify Impact Program.

50%

of partners report that the program has helped them acquire new customers in the last 12 months.

Sustainability Materiality

To continuously inform our Sustainable Impact strategy, we conduct periodic sustainability materiality assessments. Understanding our actual and potential impacts on the environment and society, as well as risks and opportunities for our company, enables us to determine our policies, commitments, actions, and progress. These assessments also inform our ambitious goals.

We completed a sustainability materiality assessment in early 2024. To design our process, we borrowed concepts from international standards and regulatory frameworks and intend for this assessment to describe where HP stands in relation to major sustainability topics.

Throughout the 2024 HP Sustainable Impact 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 US or any other jurisdiction, or as used in the context of our financial statements and financial reporting, or our reports filed with the US 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.

Our Assessment Process

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

Context

We built a shared vision of success, gathered key materials and stakeholders, and developed an overview of the organization's sustainability context.

Identify

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

Assess

We drew on desktop research and stakeholder engagement to assess sustainability impacts, risks, and opportunities. Throughout the evaluation, we were intentional in not considering HP's current performance and HP's impacts relative to other industries or companies.

Consolidate

We consolidated the outputs of the assessment, which serve as a helpful input to our continual evaluation of the Sustainable Impact strategy in the context of our overall business strategy. This consolidation helped HP see potential areas to explore for strategic focus.

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 material topics.

Topic	Subtopics	Topic Boundary	Description	GRI Standards topic(s)	Initiatives
Environmental					
Sustainable products and services and circular economy	Circular economy	Supply chain HP operations Products and solutions	Managing product lifecycles 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.	Materials Waste Supplier Environmental Assessment	Circularity
Climate change	Supply chain GHG emissions Operational GHG emissions Product use GHG emissions Physical risks Transition risks	Supply chain HP operations Products and solutions	Collaborating across our value chain and with external partners to address climate change by reducing operational, product use, and supply chain GHG emissions. This holistic approach contributes to mitigating the impacts of climate change on our business, customers, the environment, and society.	Energy Emissions Economic Performance	Carbon
Materials and substances of concern	Substances of concern Ecosystem disruption Ethical raw material sourcing	Supply chain (upstream) HP operations Products and solutions	Addressing the responsible management of substances of concern, including adopting practices that prioritize environmental and social considerations, safeguarding against potential harm, and fostering more sustainable material usage throughout our operations. This approach includes preventing ecosystem disruption and ensuring ethical raw material sourcing.	Biodiversity Materials	Circularity Human rights due diligence Responsible minerals program Forests
Waste	Disposal of e-waste Disposal of packaging waste Disposal of manufacturing waste Value chain waste generation	Supply chain HP operations	Addressing waste challenges, such as promoting responsible disposal of electronic waste, packaging, and manufacturing waste throughout the value chain. Emphasizing reduction and recycling to address environmental pollution and reducing risk to soil and water resources from potential contamination and hazards.	Materials Waste	Circularity Waste
Water	Water consumption Water pollution	Supply chain (upstream) HP operations	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. HP's initiatives prioritize sustainable practices, emphasizing responsible water usage to safeguard communities and reduce environmental impact.	Water and Effluents	Water

Topic	Subtopics	Topic Boundary	Description	GRI Standards topic(s)	Initiatives
Social					
Child labor and forced labor	Child labor Forced labor	Supply chain (upstream) HP operations	Applying human rights due diligence to ensure forced labor practices and child labor are not used within HP or by our suppliers, engaging with rights-holders, and remedying where we caused or contributed to the impact.	Child Labor Forced or Compulsory Labor Supplier Social Assessment Security Practices	Human rights due diligence Responsible minerals program
Worker health and safety	Hazard risk Emergency preparedness	Supply chain (upstream) HP operations	Working to create a healthy, safe, and secure working environment by identifying and mitigating potential risks associated with hazardous materials, equipment, and machinery; increasing emergency preparedness; and addressing workplace injuries throughout HP operations and our supply chain.	Occupational Health and Safety	Health and safety
Talent development	Workforce resiliency	HP operations	Creating a resilient and Future Ready workforce by investing in training and development. Our approach considers individuals' needs and opportunities for career progression. HP's commitment ensures a diverse, skilled, and innovative team, fostering workforce resiliency and meeting evolving business needs.	Training and Education Employment Labor/Management Relations	Our employees
Fundamental labor rights	Labor rights Discrimination Protection of whistleblowers	Supply chain (upstream) HP operations	Promoting the well-being 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, to combat discrimination, and to safeguard whistleblowers. Our commitment includes promoting safe working conditions, upholding freedom of association, and capability building. By emphasizing fundamental labor rights, we aim to create a supportive and thriving environment for our diverse workforce and supply chain workers.	Forced or Compulsory Labor Freedom of Association and Collective Bargaining Non-discrimination	Human rights due diligence Responsible minerals program Our employees
Governance					
Business conduct	Corruption and bribery Political engagement and lobbying	Supply chain (interactions with suppliers, business partners, and contractors) HP operations Products and solutions (interactions with business partners and customers)	Acting with integrity, upholding the highest ethical standards, and countering corruption. Our commitment extends beyond individual interactions to joint ventures, partners, customers, suppliers, and distributors. We embrace transparent political engagement and lobbying practices, reflecting our commitment to integrity throughout our value chain and industry.	General Disclosures Anti-Corruption Public Policy Customer Health and Safety	Operating responsibly Public policy HP Proxy Statement
Data privacy and data protection	Data privacy	HP operations (employees) Products and solutions (customers and partners)	Designing products and solutions with data security in mind, and collecting, analyzing, using, storing, transferring, and sharing data responsibly. We are committed to compliance with evolving data privacy laws and standards, we ensure robust measures to safeguard personal data, and we maintain a secure and ethical approach to data management.	Customer Privacy	Privacy
Partnerships and collaborations	Community impact	Products and solutions	Engaging with businesses, organizations, industry groups, and governments, and fostering meaningful alliances with tangible benefit for communities. With an emphasis on digital inclusion, these collaborations empower communities through enhanced access to technology and connectivity, digital education, and economic opportunity. Our dedication to impactful partnerships ensures positive and lasting contributions to communities around the world.	Local Communities	Economic Opportunity and Digital/AI Skills Healthcare Community giving and volunteerism

External Assurance

Assurance demonstrates our commitment to describe our environmental and social performance accurately and completely. HP engaged Ernst & Young LLP (EY) to perform an independent review of selected key performance indicators in our 2024 HP Sustainable Impact Report.

This process was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The Board of Directors' NGSRC receives regular updates on Sustainable Impact 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.

Empower Customer Sustainability

Our Mission

HP technology empowers customers to create positive business value and work more productively while lowering their environmental footprint. Through our exceptional product portfolio designed with AI and security in mind, HP is investing in improving abilities for our customers: usability, accessibility, upgradeability, repairability, serviceability, and recyclability.

Innovation for today and tomorrow is at the heart of our circularity strategy. Our intentional business practices lead to using smarter packaging, inventing new ways to repurpose waste, and partnering across the industry ecosystem to create more from less.

From the design stage to the end of product life, this approach reduces the need for new resources and ensures that our products remain in circulation longer. Requiring a persistent mindset devoted to creating solutions for humanity, organizations, and nature to thrive together, circular design promotes sustainable living, accelerates financial and operational growth, and is a catalyst for innovation world-wide.

We also build privacy, security, and data protection into the design and development of our products, services, and operations, and we provide products that are safe for their intended use and comply with applicable government regulations.

Our Goals

Goal		Progress in 2024		SDGs
Circularity				
2030	Reach 75% circularity for products and packaging by 2030[1]	43%	circularity achieved, by weight. Learn more.[2]	**SDG12**
2025	Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016	1.1M	tonnes of hardware and supplies recycled since the beginning of 2016. Learn more.	**SDG12**
2025	Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025[3]	26%	achieved, a total of 48,840 tonnes of postconsumer recycled content plastic during 2024. Learn more.	**SDG12 SDG14**
2025	Eliminate 75% of single-use plastic packaging by 2025, compared with 2018[4]	67%	reduction, from an average of 221 grams/unit in 2018 to 72 grams/unit in 2024. Learn more.	**SDG12 SDG14**
2025	Reach zero waste in HP operations by 2025[5]	90%	landfill diversion rate achieved globally. Learn more.	**SDG12**

Sustainable Development Goals (SDGs) key

SDG12
Responsible Consumption and Production

SDG14
Life Below Water

Innovating for Sustainability: Products

Across our portfolio, we are creating the transformative technologies and personalized experiences of the future.

Large Format Printers

The HP DesignJet T200 and T600 2025 Edition series are designed to help customers minimize waste and meet evolving business needs. These models are made with at least 40% recycled plastic[6] and, for the first time in HP Large Format, include certified recycled metal.[7] They're also packed using our new molded fiber packaging, minimizing plastic waste by over 50%, along with the removal of most plastic bags.[8] We also integrate the on/off scheduler, helping reduce energy consumption by up to 65%.[9] Certified by UL ECOLOGO®,[10] registered as EPEAT® Gold, and achieving EPEAT® Climate+™[11] these plotters combine trusted performance with globally recognized sustainability credentials—supporting customers on their own sustainability journeys.

Home Inkjet Printers

The HP Envy 6100/6500 All-in-One Printer series and HP DeskJet Plus Ink Advantage 6100/6500 All-in-One Printer series are designed to meet EPEAT® Silver[12] and ENERGY STAR® criteria. The printers use more than 60% postconsumer recycled content plastic.[13] In addition, they are compatible with HP EvoMore Ink cartridges, which are certified by Underwriters Laboratories UL ECOLOGO®, designed to have a lower carbon footprint[14] compared with standard cartridges by getting twice the number of pages,[15] and are made of at least 70% postconsumer recycled content plastic.

HP Toner Cartridges

Original HP Toner Cartridges with new, innovative TerraJet technology are up to 30% smaller,[16] use up to 35% recycled content,[17] and reduce energy consumption by up to 27%,[18] all while increasing print speeds and producing even more vibrant colors and images.

Accelerating Scientific Research

At least 40 scientific publications and presentations are based on data derived from the HP D100 Single Cell Dispenser to accelerate precision medicine research in search of better patient outcomes, including helping researchers identify ways to maximize the number of tumor cells that respond to cancer therapies.

Notebooks

The HP EliteBook X G1A 14" features covers that contain at least 80% recycled aluminum,[19] with at least 30% ocean-bound plastic in the speaker box.[20] Additionally, the device's heat plate includes at least 50% recycled copper,[21] and the keycaps are made with at least 50% recycled plastic.[22] This device is also registered EPEAT® Climate+™ Gold in the US.[23]

Desktops

HP OmniDesk Desktop AI PC has 20% recycled steel, 85% recycled ITE waste in bezel, 30% ocean-bound plastic in speaker enclosure, and 25% ocean-bound plastic in internal power supply enclosures. We also included 75% postconsumer recycled plastic in keyboard and mouse enclosures.[27]

Displays

HP Display Series 7 Pro - 734pm & HP 727pm is designed with 90% recycled aluminum and 15% recycled steel in product VESA bracket, column, swivel, base, and chassis bracket.[28]

HP Certified Refurbished PCs

A refurbished EliteBook 840 G7, originally registered ENERGY STAR® v8 and made with more than 30% recycled plastic,[24] is estimated to have a 72% lower carbon footprint compared with a new equivalent PC.[25] HP Certified Refurbished PCs are thoroughly refurbished with HP genuine parts and backed with a one-year warranty[26] from HP Support Services. The offering is active in France and the US since 2024 and is expanding to more countries in 2025.

Peripherals

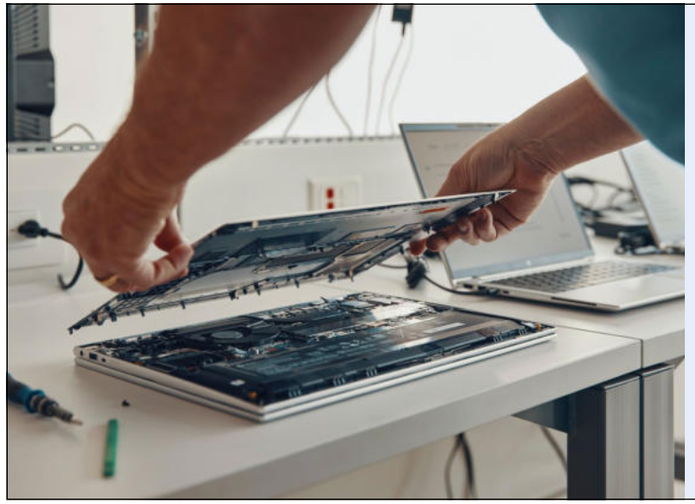
HP 720/725 Multi-Device Rechargeable Wireless Keyboard and Mouse Combo contains at least 60% postconsumer recycled plastic and comes in FSC® Certified packaging.[29] It features a supercapacitor, enhancing durability with longer charge cycles and minimizing reliance on disposable power sources.

Innovating for Sustainability: Services

HP's future-ready solutions help our customers meet their sustainability goals by reducing their carbon footprints, energy use, and paper waste.

HP All-In Plan

HP aims to eliminate user pain points in printing with the HP All-In Plan. The print subscription plan gives users a new HP printer, automatic ink delivery, and continuous printer coverage. The plan makes recycling used ink supplies and printers effortless by sending users prepaid shipping labels and recycling envelopes for increased convenience and ease.[30]

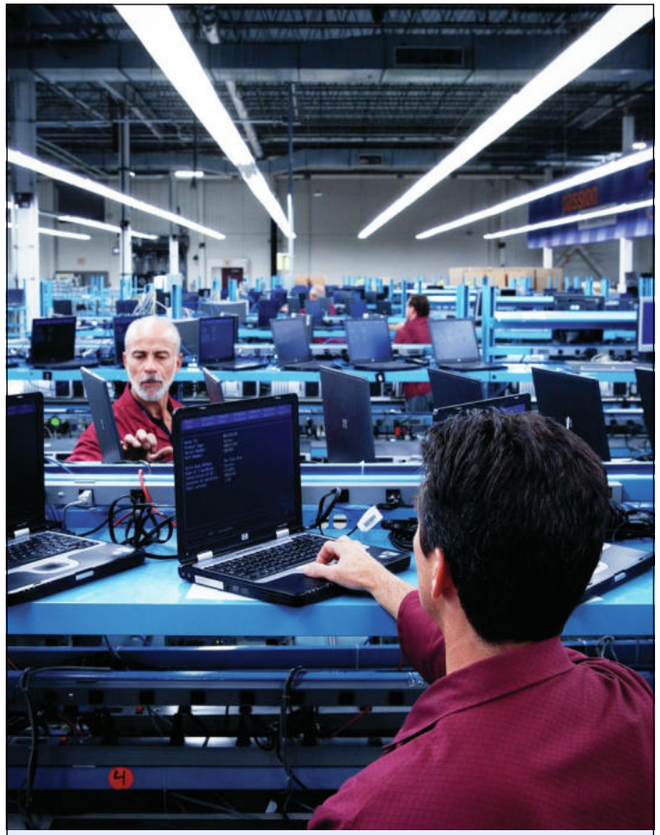


HP and iFixit Self-Repair Pilot

In 2023, HP launched an innovative self-repair pilot in the US with iFixit for consumer PC models.[31] Through this program, we make HP parts, tools, and repair manuals available in the form of fix kits. This self-repair service empowers customers to effectively repair products, keeping them in use for longer. During 2024, the pilot met its learning goals with an 8.9/10 customer satisfaction score,[32] leading to building a business case that expands to a wider set of products and countries.

HP IT Asset Disposition

HP IT Asset Disposition (ITAD) service collects eligible end-of-use devices and provides customers with residual value of their assets. Customers receive a certificate of secure data sanitization and a Sustainability Benefit Report. Over 85% of the used devices collected by HP ITAD service in FY24 qualified to be refurbished, avoiding e-waste.[33]



HP Certified Refurbished Licensing Program

HP launched the Certified Refurbished Licensing Program, which establishes a collaborative framework between HP and its licensees, and adheres to strict standards and quality testing.[34] Every device is then backed by HP with a One-Year Limited Hardware Warranty.[35] By the end of the first year, five licensees were already onboarded and were shipping HP certified refurbished devices globally.[36]

Managed Print Services

HP Managed Print Services[37] enables customers to reduce greenhouse gas (GHG) emissions across the life cycle of their printing activity by improving product resource efficiency and driving responsible user behaviors through settings that reduce energy, supplies, and paper use.[38]

HP Support Services

HP Support Services[39] helps prevent productivity disruptions and enables IT to do more with reliable device support that keeps people and devices running at peak performance. A consistent device maintenance strategy is crucial for extending the useful life of devices, enabling customers to accelerate their sustainability goals. Extending the life of an average PC by two years can reduce carbon footprint by 30% compared with buying a new one.[40]

Circularity

At HP, we embrace the principles of the circular economy by prioritizing sustainable material choices, circular design, and the repair, recovery, and reuse of our products. From the design stage to the product's final usable life, this approach reduces the need for new resources and ensures that our products remain in circulation longer, all in support of our goals.

According to the United Nations, e-waste is one of the world's fastest-growing solid waste streams. In 2022, nearly 137 billion pounds of e-waste were generated globally, with only 22% formally collected and recycled.[41] HP is in a unique position to help address this issue, and we have implemented company-wide circularity practices and metrics across our products and packaging. We aim to advance circular economy principles by minimizing our reliance on finite resources, maximizing the value and lifespan of our products, and reducing waste across our value chain.

We also offer a wide range of services focused on repairing, recovering, reusing, and recycling our products to extend their life at their highest value possible to reduce end-of-use impacts. We build our products to last, including repairability and upgradeability. When a device fails, we offer easy-to-access repair services to extend product life.

HP aims to support the industry's transition to a circular economy through practical and scalable circularity solutions. As a member of the Ellen MacArthur Foundation Network, HP engages with a large multi-sector collective of global leaders to exchange ideas and drive change.

Circular Products and Packaging

Five principles guide HP's approach and drive progress toward a circular economy. Designing for circularity ensures that our products are durable, repairable, reusable, and recyclable. We prioritize materials that have the biggest impacts to ensure that we're focusing on the right areas, increasing recycled and renewable content where possible. We hold ourselves and our suppliers to well-defined responsible manufacturing standards. Additionally, we offer a range of services focused on repairing, recovering, reusing, and recycling our products to extend their lifespan and reduce their end-of-life impacts.

For more information about how we define and track our circularity efforts, view the HP Circularity Accounting Manual.

2030 GOAL

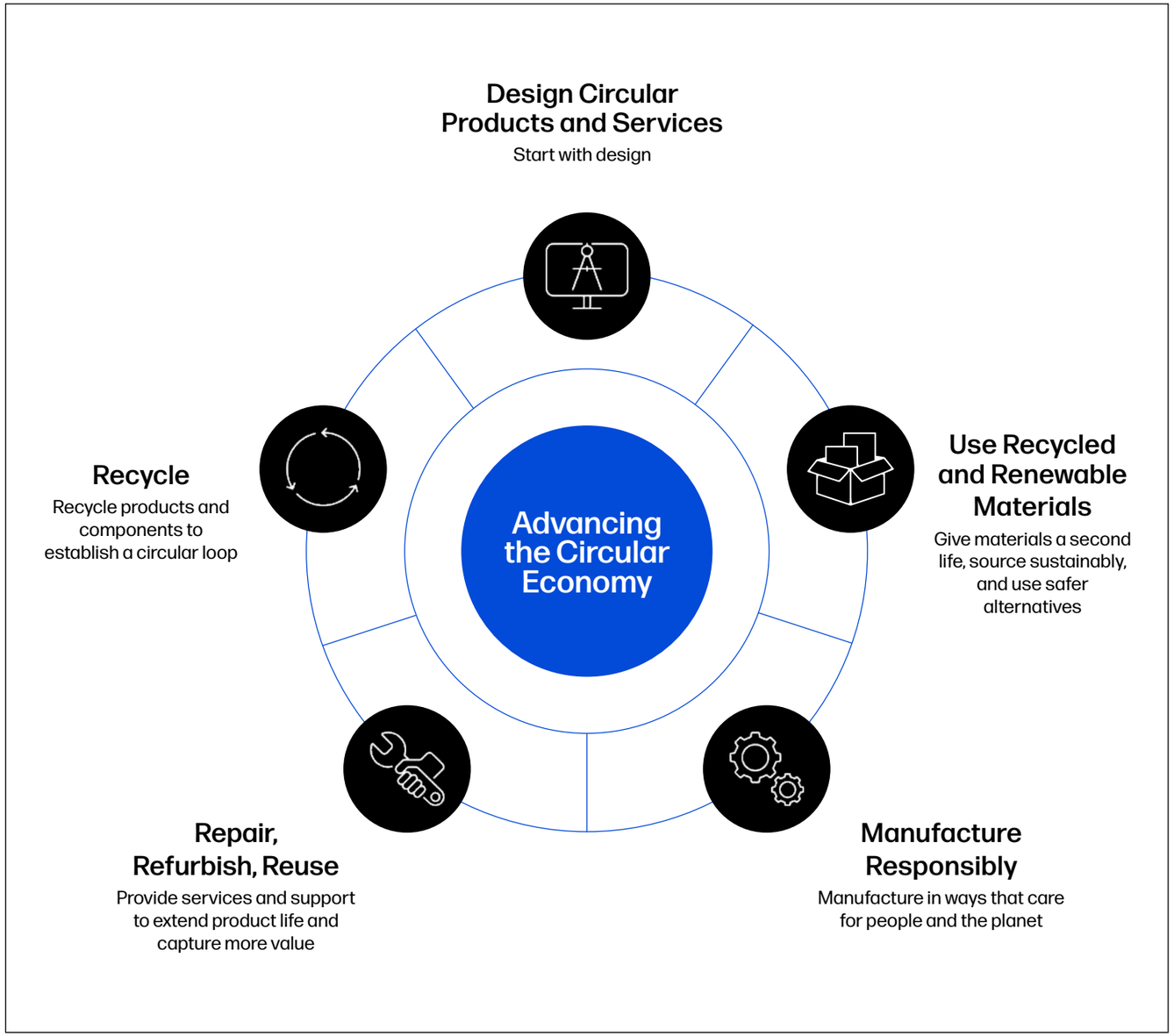
Reach 75% circularity for products and packaging by 2030.[43]

43%

circularity achieved, by weight.[42]

+4B

pounds of recycled, reused, and renewable (circular) materials used in our products since 2019.



Circular Design

Design is an important part of circularity because it directly influences how products are made, used, and disposed of. Product research and development (R&D) represents 5% or less of a product's total cost, but it impacts up to 80% of the product's overall environmental impact.[44] By designing products and services with circularity in mind, HP considers the full lifecycle of products.

More than 30 years ago, HP established what is now known as Design for Circularity, which guides the design and development of our products. Our program uses a science-based approach to evaluate our products, identify and prioritize improvement opportunities, and set goals. Our design priorities focus on incorporating recycled and renewable materials and incorporating safer chemicals, as well as designing our products for durability, repairability, reusability, and recyclability. HP also provides services that enable product repair, reuse, and recycling. Our service design is continuously improved not only to enhance our repair, refurbishment, and recycling operations, but also to include customer feedback, thereby enhancing their experience.

As an active member of the Circular Electronics Partnership (CEP), HP collaborated to establish the Circular Electronics Design Guide to share knowledge with the electronics industry for transitioning to circularity. Additionally, HP's design and development processes for personal computing, laser jet, and inkjet products are certified under ISO 14001, which is designed to help companies reduce environmental impact. HP has also provided comments to the technical committee of the ISO 59000 series, specifically designed to foster a shift towards a circular economy. Through industry collaboration, as well as our own product design and development, we remain committed to our role in advancing the circular economy.

Products

From beginning to end, our products are designed with circularity in mind.

Personal Systems

HP's personal systems include commercial and consumer desktop and notebook personal computers, workstations, and displays. We design these systems with durability in mind and test them against the MIL-STD-810,[45] a US Department of Defense standard for testing the reliability and durability of military equipment. These steps ensure the longevity of our personal systems and reduce the chance that these products will need frequent replacement. In 2024, HP published the third-party test results of our Business PCs against MIL-STD-810, in which every system passed.[46]

During the design phase, HP completes a Serviceability Scorecard for PCs and Displays to determine how easy the product is to repair. New designs are scored 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 non-soldered components and enabling battery replacement.

To extend the life of our personal computers (PCs), HP offers reliable refurbished devices that come with a one-year limited warranty, with an option to extend support for up to three years.

Printing Solutions

Our printing solutions cover equipment and supplies for home, office, large-format, and 3D printing, as well as commercial and industrial presses. Through modular design, we increase upgradeability[47] and enable many of our printers to be disassembled easily for repair or recycling.

HP Certified Refurbished Hardware offers performance-tested devices that meet HP's high quality standards.[48] Each product is carefully refurbished using only HP Original Equipment Manufacturer (OEM) parts and is backed by global service support,[49] delivering reliable performance while helping organizations meet sustainability goals. By choosing certified refurbished hardware, customers can reduce their environmental impact and maximize their technology investment—without compromising quality.

Energy Efficient, More Circular Print Cartridges

Original HP Toner Cartridges with new, innovative TerraJet technology are up to 30% smaller,[50] use up to 35% recycled plastic content,[51] and reduce energy consumption by up to 27%,[52] all while increasing print speeds and producing even more vibrant colors and images.

EvoCycle cartridges include a minimum of 45% reused or recycled components by absolute weight.[53] This innovative process enables EvoCycle cartridges to have a 37% lower carbon footprint than standard Original HP Toner Cartridges,[54] while supporting the circular economy by using less virgin plastic.

Large Format Printing

In 2024, HP released the newest versions of our DesignJet T200 and T600 large format plotter series, both designed with a minimum of 40% postconsumer recycled plastic[55]—a 10% increase in recycled plastic over previous models. Maintenance cartridges for our Latex 630, 700, and 800 large format printers are designed with at least 45% postconsumer recycled plastic. Additionally, HP's circular design approach enabled our V87XL replacement smart tank ink bottles, used with our HP Designjet Smart tank T800 & T900 large format plotters, to increase from 0% to 45% postconsumer recycled plastic.

HP Latex inks are made in a factory that uses reclaimed water. In this way, HP contributes to water resiliency and protecting natural resources. The water HP uses has gone through multiple purification steps, providing a purity that is comparable or higher than conventional tap water—as confirmed by regular monitoring—and ensures that we provide our customers with inks that deliver the outstanding performance they have come to expect from HP.

Industrial Print

HP designs our industrial digital printing presses 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 upgraded, repaired, and refurbished. HP's Indigo Certified Pre-Owned program was created to extend the life of our commercial presses, keeping them out of landfills while providing high-quality systems at lower price points. In 2024, 12% of all industrial presses delivered were certified pre-owned through this program.

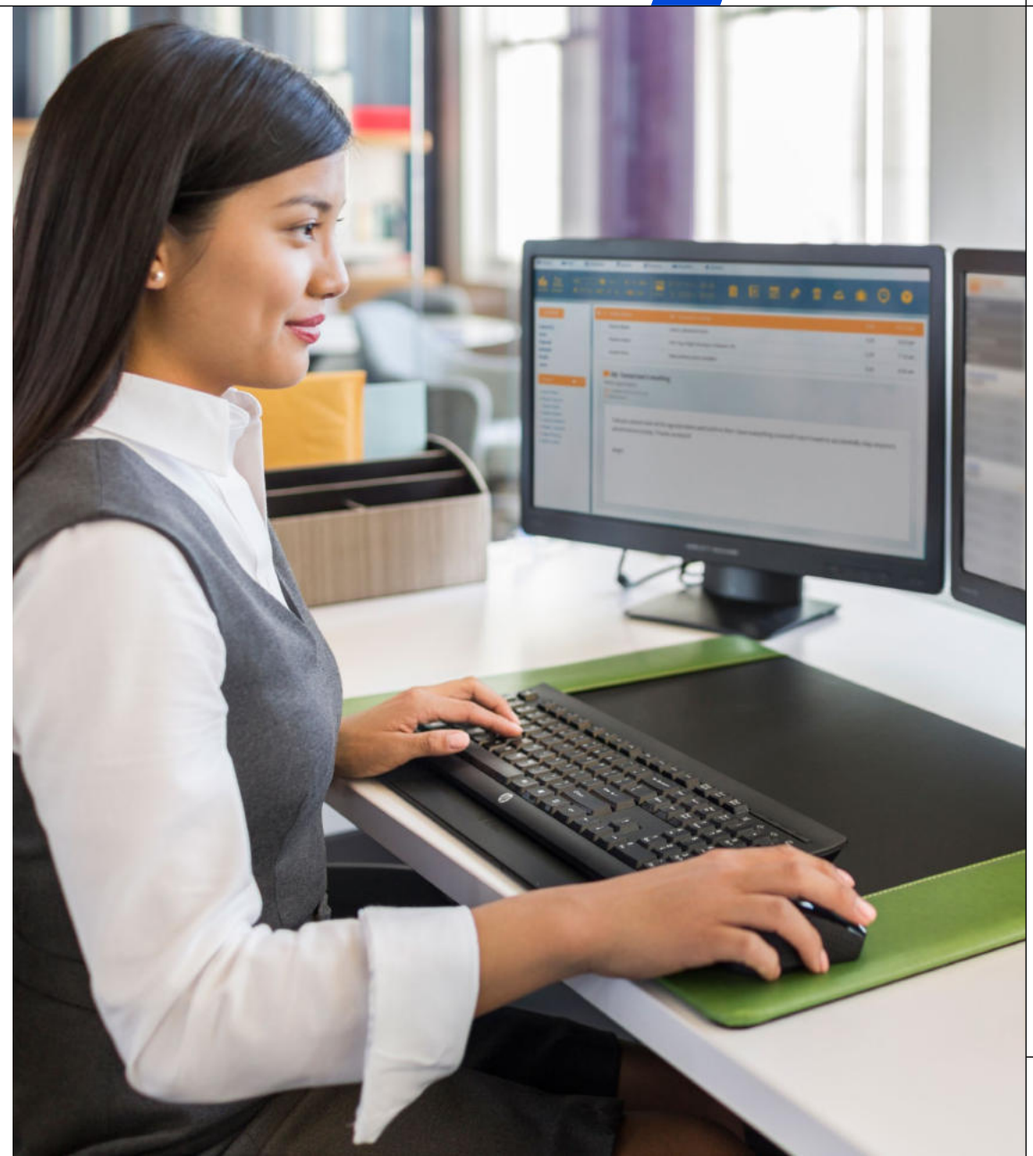
HP is committed to continuing service support, upgrades, and the sale of pre-owned systems and refurbished spare parts. In 2024, HP found that 96% of PageWide presses are still in use, with 93% of those in operation for over a decade. [56] Among many improvements, the introduction of High Definition Nozzle Architecture and HP Brilliant Inks led to a 60% increase in PageWide mono printing speed and extended the life of this product line. HP resold nine pre-owned PageWide presses in 2024.

Services and Business Models for Circularity

Our service-based solutions shift product responsibility to help extend product lifespan, reduce waste, and improve circularity.

HP offers service-based solutions that shift product ownership, either to HP or to a third-party entity. This allows HP to provide more direct support for HP product protection, repair, refurbishment, reuse, and end-of-use. Solutions include:

- Managed Device Services: Provides customized end-to-end services across a product's lifecycle to maintain device functionality, including advising, configuration and deployment, device management, and refresh and renewal.
- Managed Print Services: Helps commercial customers ensure reliability and performance of their printer fleet and proactively detect and solve problems while offering printer-based emissions-reduction solutions.
- Professional Print Services: Identifies potential device issues and initiates resolutions for our large format printer customers while providing access to on-site support, repair, and maintenance services.
- Industrial Print as a Service: Offers Indigo industrial printing press customers with charge-per-print and monthly service support, which includes replacement parts and supplies as well as repair, upgrade, and end-of-life recycling services.
- All-In Plan: Enables HP to provide round-the-clock technical support to home printer customers in addition to our Instant Ink service.
- Instant Ink: Tracks ink and paper levels of HP home user and microbusiness customer printers, automatically providing cartridge and FSC-certified paper replacements.



Materials

Materials play a key role in HP's environmental impact and are central to advancing our circularity efforts. Across our products and packaging, HP is focusing on improving the circularity of our materials. This includes continuing responsible chemicals use and management as well as increasing the recycled and renewable content[57] of our products and packaging.

HP publishes information about the material content of typical HP personal systems and printers and continues to expand our full material disclosure program. In 2024, we collected an inventory of more than 90% of the substances by weight used in 97% of HP's 2024 EPEAT®-registered personal systems products.[58]

In 2024, HP used 839,800 tonnes[59] of materials in our products and packaging, a 0.1% decrease over the last year. 43% of total materials by weight were either recycled, reused, or renewable. Since 2019, HP has used more than 4B pounds of recycled, reused, and renewable (circular) materials. See the Data table for more details about HP materials use.

Responsible Chemistry

As part of our commitment to sustainability leadership, HP is dedicated to reducing the environmental and human health impacts of materials and chemicals throughout our value chain. 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. HP is committed to compliance with all applicable laws and regulations, including requirements under restriction of hazardous substances (RoHS) legislation globally.

We are also working to advance our exploration of safer alternatives to chemicals and materials in current products through the Framework to Guide Selection of Chemical Alternatives by the National Academy of Sciences and incorporating the methodology of GreenScreen for Safer Chemicals.

HP remains involved in several responsible 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 2024, HP was once again recognized as a leader in CFP's annual survey for our chemical management programs and efforts to reduce our chemical footprint.[60]

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.

See our Responsible Chemistry Timeline for more about HP's 30+ year commitment to responsible chemistry.

Recycled Content

HP is both a supplier and a user of recovered materials, incorporating recycled and recyclable content[61] into new HP products where possible. Our aim is to help accelerate the global market for recovered and recycled materials and to support progress toward a circular economy.

More than 99% of HP home and office printers, desktops, notebooks, displays, and workstations shipped to customers in 2024 included recycled materials. Additionally, HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays are derived from recycled or renewable sources. HP has used over 1 billion pounds of recycled materials in HP products and packaging since 2019.

Recycled Plastic Use

2025 GOAL

Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025.[66]

26%

achieved, a total of 48,840 tonnes of postconsumer recycled content plastic during 2024.

Plastic

Plastic waste has become a global problem shown to cause harm to ecosystems and potentially leads to negative human health effects. Every year, up to 23 million tonnes of plastic waste leak into waterways and can break down into microplastics that may harm wildlife and enter the food chain.[62] Due to these issues, we focus on substituting plastic packaging (where feasible) with more sustainable materials, increasing use of recycled plastic, using ocean-bound recycled plastic, and offering take-back and recycling services.[63]

In 2024, HP used 48,840 tonnes of postconsumer recycled content plastic in HP products, equivalent to 26% of overall plastic use. For personal systems, we increased our use of postconsumer recycled content plastic from 27% to 30% . See the Data table for details.

Since 2016, HP has worked to increase use of ocean-bound plastic in our products. Through partnerships with NGOs and key suppliers, we've supported the establishment of ocean-bound plastic removal infrastructure that has enabled us to incorporate 2,876 tonnes of recovered ocean-bound plastic into our products globally—the equivalent of keeping nearly 226 million 500 ml single-use plastic bottles out of waterways.[64] More than 450 HP products now contain ocean-bound plastic.

Starting in 2016, we partnered with The First Mile—an initiative of the NGO WORK—and our supplier partners to build a self-reliant ocean-bound plastic supply chain in Haiti that contributes to the circular economy and provides local income and education opportunities. These efforts have also helped to provide employment opportunities, access to healthcare, and family education support to our workers. In addition, we have created educational hubs, equipped with HP hardware and printed materials, which have positively impacted local children by providing access to quality education.

In 2024, HP partnered with multiple recycled material suppliers to activate an ocean plastic supply chain, repurposing waste streams such as expanded polystyrene (EPS) and discarded fishing nets into products. Ocean plastic has been incorporated into new products like the HP EliteBook 1040 G11, all certified to the UL2809 standard.

To drive change across and beyond our industry, we also collaborate with a range of initiatives and organizations. For example, NextWave Plastics convenes leading technology and consumer-focused companies to develop the first global network of ocean-bound and ocean plastic supply chains. HP is also a partner and funder of The Circulate Initiative's Responsible Sourcing Initiative, which aims to create an actionable global standard for responsibly sourcing recycled plastics. HP was the brand partner for implementation of the framework in Vietnam. See the Human Rights section for more information.

+335M

pounds of recycled materials were used in HP products and packaging in 2024.[65]

Metal

Metal plays an increasingly important role in our approach to circularity, especially because metals make up a large portion of the materials in our personal systems and print products. We continue to expand the use of recycled metal in our products.

We source metals with a high proportion of recycled content for some personal systems products, including up to 90% recycled aluminum, up to 90% recycled magnesium, up to 20% recycled steel, up to 50% recycled copper, and at least 25% recycled indium. These metals are designed to be as recyclable as virgin metals through existing infrastructure and still meet the demanding industrial design requirements of our products. Use of recycled metals decreases environmental impacts associated with mining and producing virgin materials, including energy use and associated GHG emissions. During 2024, our use of recycled metals in personal systems products increased by 54%, compared with the previous year.

Glass

Glass is used in many of HP's products including: display panels, scanners, and as a filler to strengthen plastics. In 2024, HP Series 5 Pro 24,25 contained at least 20% recycled glass.

We are working with our glass suppliers to increase recycled glass applications. In 2024, HP launched the first recycled glass fiber design in a product: the HP convertible laptop stand.

Renewable Materials

HP focuses on sourcing renewable materials in the interest of protecting ecosystems and resources for future generations.

We strive to ensure that our paper and fiber-based packaging are derived from recycled or renewable content and to counteract deforestation related to non-HP paper used by our printing products and print services. See the Forests section.

In addition, we continually explore the use of other renewable materials for products and packaging. For example, we have used plastics in our products that incorporate bio-feedstocks in place of fossil fuels. These materials are evaluated against HP's sustainability criteria, which includes reviewing Life Cycle Assessment (LCA) data to fully understand their environmental and social impacts and confirming that they are less impactful than the materials being replaced. Bio-feedstocks considered for use in products or packaging must be legal, renewable, and sustainably grown—without impacting regional food security, land use practices, or key ecosystems—as verified through a credible certification standard. Also, the use of bio-feedstocks must not impact the recyclability of plastic resins, so they can continue to cycle through the economy.

Portfolio Highlights in 2024

We continue to develop products with reduced environmental impact by incorporating increasing amounts of recycled and renewable content. References for this section can be found in Endnotes under Materials.

Personal systems

Notebooks

- The HP Spectre x360 2-in-1 Laptop PC is HP's first device to feature an enclosure made from 85% post-industrial recycled aluminum and 5% postconsumer recycled aluminum. The bezel and speaker housing include 45% recycled plastic and 5% ocean-bound plastic, while the keyboard keycaps and scissors incorporate 50% postconsumer recycled plastic.
- HP ProBook 14-inch and 16-inch G11 and HP Elite 660 Series G11 are HP's first products incorporating 5% ocean plastic EPS into non-backlit keycaps. This series also incorporates recycled indium in panel, 50% ocean-bound plastic in fan housing, 30% ocean-bound plastic in speaker housing, and 50% recycled aluminum alloy product enclosures.

Workstations

- HP ZBook Studio 16 inch G11 Mobile Workstation contains at least 75% recycled metal, at least 60% recycled plastic in the enclosure, at least 45% ocean-bound plastic in the speaker box, and at least 55% recycled plastic in the keyboard caps.

Desktops

- HP OmniDesk Desktop AI PC uses 20% recycled steel, 85% recycled ITE waste in bezel, 30% ocean-bound plastic in speaker enclosure, and 25% ocean-bound plastic in internal power supply enclosures. We also include 75% postconsumer recycled plastic in keyboard and mouse enclosures.

Displays

- HP Display Series 7 Pro - 734pm & HP 727pm is designed with new 90% recycled aluminum and with 15% recycled steel in product VESA bracket, column, swivel, base, and chassis bracket.[67]

Peripherals

- HP 720/725 Multi-Device Rechargeable Wireless Keyboard and Mouse Combo contains at least 60% postconsumer recycled plastic[68] and comes in FSC Certified packaging.[69] It features a supercapacitor, enhancing durability with longer charge cycles and minimizing reliance on disposable power source.

Print

- HP's DeskJet 2800, DeskJet Ink Advantage 2800, DeskJet 4200, DeskJet Ink Advantage 4200, and DeskJet Ink Advantage Ultra 4900 series printers each incorporate at least 60% postconsumer recycled content plastic.[70]
- The large format printer HP Designjet T200/600 2025 edition, launched at the end of 2024, is made with at least 40% recycled plastic.
- The HP 68e and 308e EvoMore cartridges contain at least 70% postconsumer recycled content plastic,[71] while the printer design incorporates 60% postconsumer recycled content plastic.[72]
- Since 2006, we have manufactured over 6.1 billion Original HP and Samsung cartridges using a cumulative 154,000 tonnes of recycled plastic, including from recycled HP cartridges. This has kept more than one billion Original HP cartridges out of landfills by upcycling these materials for continued use.

Packaging

Our packaging strategy has three focus areas:

- **Eliminate** unnecessary packaging material, space, and hard-to-recycle materials, such as plastic foam.
- **Innovate** packaging designs to use materials with lower environmental impact, such as sustainable fiber and recycled plastics.
- Prioritize high recycled content and easily recyclable materials that can readily **circulate** through the economy.

Watch a video to learn how HP is tackling the plastic packaging challenge, and learn about our work to sustainably source renewable materials and counteract deforestation.

To address packaging at end-of-product life, we offer take-back services and regularly update our packaging recycling guide to help consumers avoid sending packaging materials to landfill.

Single-Use Plastic Packaging Elimination

2025 GOAL

Eliminate 75% of single-use plastic packaging by 2025, compared with 2018.[73]

67%

reduction, from an average of 221 grams/unit in 2018 to 72 grams/unit in 2024.

Key Initiatives in 2024

HP's circular packaging strategy centers on eliminating unnecessary and hard-to-recycle packaging material, using packaging materials with higher recycled content and lower environmental impacts, and prioritizing easily recyclable packaging materials. We also offer a packaging recycling guide to prevent HP packaging from ending up in landfills.

In 2024, HP continued to shift away from packaging made from plastic, plastic-based foam, and other hard-to-recycle materials. Through 14 product packaging redesigns, HP focused on eliminating expanded polyethylene and expanded polystyrene foam in favor of fiber-based molded pulp packaging. HP shipped 58M units in 2024 using 100% molded pulp cushions, reducing our use of expanded foam by 1,106 tonnes compared with 2023.

HP also provides compostability certificates for fiber-based packaging printed with HP PageWide C500, HP PageWide press, and HP Indigo industrial printers. These certificates confirm that the ink used by the printers will not compromise customers' abilities to compost packaging after use.

Repair, Refurbish, and Reuse

Keeping our products in use for as long as possible is critical to enabling a low-carbon circular economy. HP offers a wide range of reliable and flexible solutions to extend the life of our devices.

Repair

In addition to designing our products for easy repair, HP enables customers to repair their purchased products themselves or to choose one of our HP services.

Free service documentation, service options, and extended warranties are available for most HP products through HP Care Pack Central.

5.8M

units of hardware repaired in 2024.

Parts Repair

We recover and repair defective parts from HP products to reuse as spare parts in HP support product repair. In 2024, HP repaired 556,000 motherboards (55% of all motherboards used) as well as 46,000 LCD displays (8% of all LCDs used).

Self-Repair

HP has invested in improving our customers' abilities to successfully repair their own products. Our Self Repair website, HP Support YouTube channel, and Parts Store offer support for product setup, troubleshooting, and repair.

HP Support Services

For customers needing additional support, HP offers offsite and onsite support, with expert technicians providing device repair services with HP Support Services.

Refurbish and Reuse

HP Renew Solutions represent our commitment to reducing environmental impact by giving devices another life, supporting the circular economy. These solutions are designed to support the transformation of our industry and to help customers meet their sustainability goals.

- Device Life Extension: Prolongs device usage through refurbishment, manages transitions within organizations, and helps reduce refresh cycles.
- HP IT Asset Disposition (ITAD): Compliant recovery of used devices, ensuring they are securely data-sanitized and enabled for reuse, to avoid e-waste.
- HP Certified Refurbished Hardware: Reliable refurbished devices that come with a one-year limited warranty, with an option to extend up to three years.

Additionally, the HP Certified Refurbished Partner Licensing Program focuses on creating synergies with leading organizations in the refurbishment industry to standardize refurbishment practices and to ensure high-quality, reliable HP hardware for customers with an HP Warranty.

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. The process includes compliance with the NIST SP 800-88 standard for media sanitization. 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.

Additionally, the HP HOPE program collaborates with NGOs and non-profits to donate refurbished HP computers to young people from vulnerable communities.

1.86M

units of electronic equipment refurbished and reused in 2024.

Recycling and Zero Waste

We focus on recycling, waste diversion, and responsible waste management across our value chain. When reuse and refurbishment are not viable options, HP provides product and printing supply recycling programs to customers and audits our suppliers to ensure responsible water diversion and product disposal.

Recycling

Product Recycle

When HP customers are done with their products and printing supplies, we enable their recycling through our HP Planet Partners program. Our commercial customers can also responsibly dispose of and repurpose end-of-use hardware or extend the life of their existing devices through secure services and solutions offered within our Renew Solutions program, including reverse logistics and certified data sanitization.

HP provides take-back programs in 77 countries and territories worldwide[74] to make it easy for customers to turn their HP products in for potential reuse.

Hardware and Supplies Recycling

2025 GOAL

Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016.

1.1M

tonnes of hardware and supplies recycled since the beginning of 2016.

In addition, we recycle HP and non-HP hardware that cannot be economically repaired or reused across 67 countries and territories.[75] See our Hardware Recycling website for details.

In 2024, these programs enabled the recycling of 99,000 tonnes of HP hardware. Through our take-back programs, HP recycled a total volume of 110,900 tonnes of hardware and supplies, with an overall recycling rate of 17.3%.[76]

Ink and Toner Cartridges

We provide free and convenient ways to recycle used Original HP ink and toner cartridges and Samsung toner cartridges in 67 countries and territories.[77]

HP provides free ink and toner cartridge recycling at 18,700 drop-off points across the same countries and territories, including free pick-up and mail-back options available at select locations.[78] In 2024:

- 36,963,157 HP print cartridges were returned through the HP Planet Partners recycling program.
- 9,200 tonnes of Original HP and Samsung toner cartridges were recycled.
- 90% of Original HP and Samsung toner cartridge materials recovered were recycled and used in other products, and 0% went to landfill.
- 1,100 tonnes of Original HP ink cartridges were recycled.
- 72.8% of Original HP ink cartridge materials recovered were recycled and used in other products, and 0% went to landfill.
- 1,500 tonnes of HP Indigo ink canisters and imaging oil were recycled.

Extended Producer Responsibility

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

We offer responsible processing and recycling of batteries, packaging, and HP 3D consumables in some countries in accordance with extended producer responsibility through locally approved schemes. Learn more.

To ensure compliance with WEEE Directive 2012/19/EU, we mark all EEE 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 facilities/information—to assist treatment and recycling.

Product Recycling Vendor Audits

Our specialized reuse and recycling vendors are required to follow specific processing techniques and comply fully with relevant regulations. HP prefers 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 Environmental Resources Management (ERM) 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 ensure there is no-release of materials to facilities outside our approved vendor network. Through ERM, HP audited 32 vendor facilities in 19 countries during 2024, representing 47% of reuse vendor facilities and 40% of recycling vendor facilities. This total included repeat audits of 14 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 Assessments for more details.

Because 83% of major nonconformances occurred at sites audited for the first time, HP's engagement brought best practices to enable immediate performance improvements. HP has closed investigations of 93% of the major nonconformances identified in 2024. All sites with major nonconformances will be re-audited the following year to determine whether improvements are sustained. Immediate priority findings[79] are the most serious type of vendor nonconformance and require immediate action. During site audits in 2024, 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, underlining the importance of revisiting these vendor locations the following year to confirm closure is sustained. Read a statement from ERM.

Reuse and recycling vendor audits

	2022	2023	2024
Initial audits	20	11	18
Repeat audits	31	19	14
Countries	25	19	19
Major nonconformances identified	58	22	46
Major nonconformances resolved	100%	100%	93%
Immediate priority findings	0	0	0

Categories of major nonconformance
(percentage of total)

	2022	2023	2024
Health and safety	31%	41%	26%
Environment	24%	23%	13%
Hazardous substance/emergency response	5%	5%	24%
Insurance	5%	–	7%
Subvendor use and audits	12%	9%	–
Other*	23%	22%	30%

* 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.

Waste

HP Operations

We have the greatest influence over reducing our own operational waste and are working toward our goal to reach zero waste in our operations by 2025.[80]

In 2024, HP reduced our nonhazardous solid waste by 5% in our operations, generating 23,000 tonnes[81]—1,100 tonnes less than in 2023. Widespread recycling and composting programs allowed us to achieve a waste diversion of 90%, up from 87%. We continued our focus on enhancing efforts to reuse office furniture across locations and to transition to permanent tableware in cafeteria operations, which supports our company-wide shift toward a circular economy of reuse, reduce, and recycle.

A few key operational waste-reduction programs in 2024 included:

- Eliminating single-use disposables: HP's Singapore headquarters replaced all single-use disposable products from office pantries, cafeteria operations, and in-house food catering services with reusable tableware and cutlery.
- Waste segregation: We tested waste-sorting accuracy in our Barcelona. Spain, and Spring, Texas, US, offices by introducing shadow boxes to display visual examples of common waste items directly above corresponding bins, helping employees place items into the proper recycling, compost, or landfill bins.
- Waste diversion: The team in our Plamex, Mexico, facility significantly increased their waste diversion, increasing their rate by 16% over the past year to achieve an 86.5% diversion rate. Key activities included appointing a dedicated Zero Waste program lead and waste-sorting staff, implementing a facility compost program near centralized trash and recycling centers, conducting a waste characterization study, tracking diversion, and hosting educational events.

Hazardous Waste

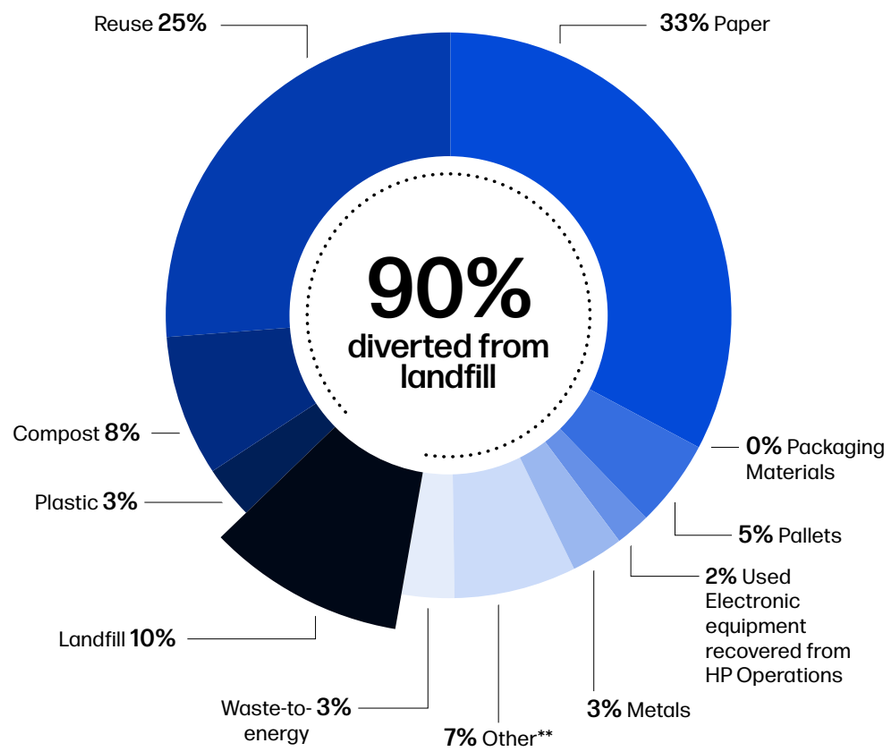
The main sources of hazardous waste generated by HP's operations are liquid and debris from our ink-manufacturing facilities. Other types of hazardous waste include solvents used in manufacturing processes, R&D waste chemicals, and other miscellaneous operational sources. A portion of the waste is considered nonhazardous in certain jurisdictions like the US, 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. We generated 7,050 tonnes of hazardous waste in 2024.

See detailed waste data for 2021–2024.

See HP's latest disclosure to the US EPA Toxics Release Inventory.

HP is conducting 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.

Composition of nonhazardous waste and used electronic equipment recovered from HP operations, 2024* (percentage of total)



* HP sites report nonhazardous waste volumes and disposition based on information provided by our waste-disposal vendors. For sites unable to directly track nonhazardous waste, we estimate volumes and disposition 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.

Supply Chain

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

We encourage our production suppliers to use the Responsible Business Alliance's RBA-Online to report waste data. We work with suppliers to promote zero-waste-to-landfill standards and work to achieve waste-related certifications like UL 2799 and TRUE.

During 2023, the most recent year for which production supplier waste data is available, our suppliers generated 209,400 tonnes of nonhazardous waste associated with HP, a 31% increase from 2022. Key factors included an increase in spend on commodities with a high waste impact such as Liquid Crystal Display (LCD) panels as well as improved reporting from our suppliers. Suppliers reduced the amount of generated hazardous waste associated with HP by 28% in 2023 as compared with the prior year, generating a total of 50,600 tonnes. This variation was partly due to improved reporting of hazardous waste data by a strategic supplier. By the end of 2023, 71% of our production suppliers, by spend, had set waste-related goals.

As of the end of 2024, nine final assembly sites and 15 commodity sites had achieved Zero Waste Certification.

See detailed performance data.

Data

Circularity

	2022	2023	2024
Circularity for products and packaging* (%)	39%	40%	43%
Recycled content plastic in HP products** (tonnes)	32,200	34,400	48,840
Recycled content metal in HP products*** (tonnes)	4,300	5,700	10,100
Recycled fiber in HP-brand paper and packaging (tonnes)	93,500	93,000	93,200
Certified sustainably managed fiber in HP-brand paper and packaging**** (tonnes)	212,500	198,200	198,500
Reused products and parts (tonnes)	6,700	5,800	6,200

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

**** 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)

	2022	2023	2024
Electronic products	550,300	534,800	534,500
Metal	157,500	136,300	138,000
Plastic	208,300	189,600	185,900
Other**	184,400	208,900	210,600
Paper	173,200	172,200	174,000
Packaging	150,000	133,300	131,300
Total	873,500	840,300	839,800

* 2022 data do not include the following products or packaging for these products: Scitex-branded and 3D printing products, or personal systems accessories and print accessories sold separately. 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 2021 and 2022, includes wires/cables, Printed Circuit Assemblies (PCAs), LCDs, batteries, the weight of ink and toner in cartridges, and the total mass of refurbished whole products and parts. For 2023 and 2024, includes items noted for 2021 and 2022 as well as power supplies, memory devices, and thermal components.

Postconsumer recycled content plastic used in HP products*
(tonnes)

	2022	Percentage of total plastic use, 2022	2023	Percentage of total plastic use, 2023	2024	Percentage of total plastic use, 2024
Personal systems	11,100	22%	11,200z	27%	13,200	30%
Home and office printers	13,300	10%	16,500	14%	28,700	25%
Original HP Ink Cartridges	4,600	52%	4,000	48%	3,800	48%
Original HP and Samsung Toner Cartridges	2,600	15%	2,100	13%	2,400	14%
Large format and industrial printers	600	17%	500	14%	700	19%
Total*	**32,200**	**15%**	**34,400**	**18%**	**48,800**	**26%**

* Segments for some years do not add up to total due to rounding.

Product repair, reuse, and recycling*

	2022	2023	2024
Overall			
Number of countries and territories with HP return and recycling programs**	76	77	77
Total reuse and recycling of hardware and recycling of supplies (tonnes)	121,000	118,400	117,100
Percentage of total volume of hardware products and materials taken back that was reused or recycled by HP or by a third party (%)	90%	86%	88%
Repair and reuse			
Electronic equipment repaired*** (units)	5,233,000	5,581,000	5,797,000
Electronic equipment reused**** (units)	1,860,000	1,840,000	1,856,000
Electronic equipment reused**** (tonnes)	6,700	5,800	6,200
Overall reuse rate of relevant HP hardware sales worldwide† (%)	1.2%	1.1%	1.3%
Recycling			
Total recycling of hardware and supplies (tonnes, approximate)	114,300	112,600	110,900
Overall recycling rate of relevant HP hardware sales worldwide†† (%)	16%	17%	17%
Total recycling, by region (tonnes)			
Americas	35,000	35,800	32,600
Europe, Middle East, and Africa	55,300	50,900	53,100
Asia Pacific and Japan	24,000	26,000	25,200
Total recycling, by type (tonnes)			
Hardware	100,600	98,100	99,000
Original HP and Samsung toner cartridges†††	10,900	11,700	9,200
Original HP ink cartridges†††	1,300	1,300	1,100
HP Indigo supplies (imaging oil & ink canisters)	1,400	1,500	1,500
Original HP and Samsung toner cartridge recycling			
HP toner market covered by program (%)	89%	90%	91%
See composition data			
Original HP ink cartridge recycling			
HP ink market covered by program (%)	91%	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.

*** Beginning in 2021, these data are based on the actual weight of every product. Prior to 2021, data were estimated based on the average weight of each product category.

**** 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. Prior to 2021, these data also included some units remarketed to customers that had not been refurbished or used. Beginning in 2021, these data are based on the actual weight of every product. Prior to 2021, data w\were estimated based on the average weight of each product category.

† 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.

HP operations*	2022	2023	2024
Waste			
Nonhazardous waste, by region^ (tonnes)	18,800	24,100	23,000
Americas	11,200	16,500	14,100
Europe, Middle East, and Africa	5,700	5,900	6,500
Asia Pacific and Japan	1,900	1,600	2,400
Nonhazardous waste, by type (tonnes)	18,800	24,100	23,000
Recycled^^	15,300	20,500	19,900
Landfilled	2,400	3,100	2,300
Waste-to-energy	1,100	600	800
Used electronic equipment recovered from HP operations‡ (tonnes)	600	500	500
Nonhazardous waste and used electronic equipment recovered from HP operations landfill diversion rate (percentage of total produced)			
Global	88%	87%	90%
Americas	90%	89%	89%
Europe, Middle East, and Africa	81%	80%	91%
Asia Pacific and Japan	92%	98%	98%
Composition of nonhazardous waste and used electronic equipment recovered from HP operations‡‡ (percentage of total)			
Paper	32%	27%	33%
Packaging materials	17%	15%	–%
Pallets	7%	8%	5%
Metals	3%	3%	3%
Used electronic equipment recovered from HP operations	3%	2%	2%
Plastic	–%	–%	3%
Compost	–%	–%	8%
Reuse	–%	–%	25%
Other‡‡‡	20%	32%	7%
Waste-to-energy	6%	2%	3%
Landfill	12%	13%	10%
Hazardous waste‡‡‡‡ (tonnes)	7,800	6,400	7,100
Americas	1,100	1,200	1,200
Europe, Middle East, and Africa	2,000	1,500	1,700
Asia Pacific and Japan	4,700	3,800	4,100
Ozone-depletion potential of estimated emissions# (kg of CFC-11 equivalent)	3	0	0
Americas	0	0	0
Europe, Middle East, and Africa	3	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 responsibly 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).

Life Cycle Assessment

HP uses life cycle assessments (LCAs) and product carbon footprinting (PCF)[82] to quantify the environmental impacts of our products, analyze possible alternatives, and target product performance improvements that deliver value to our customers and to our businesses.

We have conducted LCAs and PCFs for hundreds of products over the last several years, spanning our product portfolio. We are expanding this product coverage by adding new products to our LCA scope, with a focus on personal systems accessories, print hardware, and supplies. Simultaneously, we are working to improve the overall quality, traceability, and consistency of reported data.

As we develop and expand our service-based models—which were refer to as circular business solutions—we will continue to study and quantify the potential they have to reduce environmental impacts and drive progress toward a more circular and net-zero carbon economy.

HP's 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. To mitigate this uncertainty, we developed HP-specific tools that use a combination of HP process and product data as well as high-quality LCA data. We strive to provide the most accurate environmental impact data, but some level of uncertainty will remain, and results should be considered accordingly.

97%

direct match of Inkjet and Laserjet printers assessed in FY24.

94%

direct match of commercial business personal systems products assessed in FY24.

In 2024, we:

- Conducted or updated 345 LCAs of DesignJet printers, scanners, enterprise printers, and cartridges.
- Conducted or updated 658 PCFs of business HP desktops, notebooks, tablets, workstations, thin clients, all-in-one computers, and displays.
- Standardized assumptions for lifetime prints of legacy products, directly boosting the share of products assessed through LCAs.
- Incorporated more detailed and reliable data sources into the Life Cycle Inventory (LCI) for HP's peripheral businesses.
- Refined the LCA model for inkjet supplies to align with the latest manufacturing practice for printheads.

HP Carbon Neutral Computing Services

As part of our ongoing efforts to measure and reduce the environmental impact of our products, we help organizations achieve their climate goals through HP's Carbon Neutral services. These initiatives track and offset the carbon footprint of eligible commercial HP products through certified global programs, ensuring that devices remain carbon neutral throughout their entire lifecycle.[83,84,85]

Energy Efficient Products and Certifications

To help customers reduce energy consumption and GHG emissions, we focus on energy-efficient designs and offer convenient, service-based solutions. We use a variety of metrics to track progress and foster innovation as we continually refine our portfolio of products to deliver greater value to customers while minimizing environmental impact.

Additionally, we rely on third-party auditing through eco labels and certifications to validate our data, ensuring credibility and transparency in our efforts.

Energy consumed during product use is a significant contributor to our carbon and water footprints. In 2024, product energy use generated 4,362,000 tonnes of CO2e, accounting for 25% of our total carbon footprint. This represents a 46% reduction in absolute emissions compared with 2019.

46%

decrease in absolute GHG emissions from product energy use compared with 2019.

Personal Systems

From 2019 to 2024, we achieved an average reduction of 24% in the energy consumption of our personal systems products, including 35% in notebooks, 51% in workstations, and 8% in displays.[86] These improvements were driven by ongoing design advancements, such as more efficient central processing units (CPUs), panels, and power supplies, which continue to lower the typical energy use of our notebooks, workstations, and displays.

Home and Office Printing

The HP Envy 6100/6500 All-in-One Printer series and HP DeskJet Plus Ink Advantage 6100/6500 All-in-One Printer series are designed to meet EPEAT Silver[87] and ENERGY STAR [88] performance criteria. In addition to being UL Ecologo certified,[89] compatible HP EvoMore Ink supplies are designed to have a lower carbon footprint compared with standard cartridges[90] by getting twice the number of pages.[91]

See printer eco label information, including ENERGY STAR.

Large Format Printing

HP's DesignJet T200 and T600 Series printers incorporate the Energy Scheduler, an advanced automatic power cycling system that cuts energy consumption by 60%.[92]

In 2024, printer power off scheduler was implemented in HP Latex R series, 2700 series, 3000 series, and 1500 series, saving an average 20% of energy.

Industrial Print

HP Indigo's advanced LEP^{x} (Liquid ElectroPhotography) technology merges renowned digital print quality and versatility with analog-like print speeds, empowering label and packaging converters to boost productivity and sustainability. LEP^{x} supports just-in-time production for any job length, incorporates variable data, and enables more jobs per day with fewer resources. The technology also achieves higher productivity and reduces carbon emissions by printing up to six color separations in one shot.[93]

The HP Indigo V12 Digital Press, the first to feature LEPx, can replace two to four flexo machines for mid to long runs.[94] By eliminating analog plates and makeready, it cuts time and media waste[95]—media being the primary contributor to print job carbon emissions. Digital transformation with LEPx also helps brands reduce inventory obsolescence through agile, on-demand production.

HP Brilliant Ink offers additional sustainability benefits by eliminating the need for pre-press flood coating equipment typically used to prime offset-coated media. This reduces the resources required for manufacturing, shipping, and maintenance while also saving energy during the priming and drying processes. Its optimized ink formula delivers 15–20% more pages per ink barrel[96] due to lower drop weights and higher dot gain. Furthermore, lower dryer settings reduce the energy required to dry each page.[97]

Product Certifications and Documentation

Product certifications help customers make sustainable choices by providing trusted, third-party validation of a product's environmental performance, ensuring that it meets rigorous sustainability standards for reduced impact on the planet.

Since 2022, HP has led the industry with the highest number of EPEAT® Gold and Silver certificates for personal systems globally.[98] In early 2025, HP further expanded the number of ENERGY STAR® certified personal systems and printing products to more than 800. To help consumers better understand these certifications, we provide detailed information about product safety and environmental attributes online and play an active role in shaping new standards.

800+

ENERGY STAR certified personal systems and printing products—more than any other manufacturer.[99]

Achieving Rigorous Environmental and Health Certification for HP Inks

In 2011, HP became the first printing manufacturer to have UL ECOLOGO® Certified ink for its large format printers. During 2022, we also became the first in our industry to offer UL ECOLOGO® Certification for home and office printing products. Original HP ink cartridges that are UL ECOLOGO® Certified meet stringent standards in health and environment, manufacturing and operations, materials, energy, and more.[100] We achieved this certification for hundreds of additional products in 2024. By the end of the year, more than 700 HP home and office ink cartridges were UL ECOLOGO® Certified and designated as Amazon Climate Pledge Friendly.[101]

Home and Office Printing

The HP Color LaserJet Pro 3200/3300 Printer series is designed in a compact size with energy-saving auto-on/auto-off technology[102] and specially formulated HP TerraJet Toner engineered for low energy printing, meeting EPEAT Silver criteria.[103]

Large Format Printing

In 2023, HP's Flex Tech Inks became the first inks in the technical large-format market to earn UL ECOLOGO® Certification,[104] followed by the certification of HP DesignJet 712 inks in 2024. Additionally, our latest water-based HP Latex Ink is the only technology to achieve UL ECOLOGO®[105] across multiple platforms. HP water-based Latex ink was the first to achieve GREENGUARD Gold[106] certification in 2012 in the signage market and the newest generation is still certified to this date.

In 2024, the HP DesignJet Smart Tank T858 Printer, the HP Designjet 2600 series, HP DesignJet Z9 Printer Series, and the HP Latex 630 series were EPEAT Climate+ registered.[107]

Industrial Print

HP's PageWide Inks are certified to meet leading environmental standards. For example, A30, A50, and B60 Brilliant Inks and HP Optimizer have achieved the stringent UL ECOLOGO® sustainable product certification, demonstrating reduced environmental impact and our socially and environmentally responsible manufacturing practices.

100%

of HP notebooks, workstations, and displays have EPEAT Gold registration in the US, since 2022.[108]

99%

of HP home and office printers, desktops, notebooks, displays, and workstations shipped to customers in 2024 included recycled materials.

SEE ALSO:

- Eco Labels
- Eco Declarations: In 2024, HP provided Eco Declarations for all major product groups in Print, Supplies, and Personal Systems.
- HP Product Carbon Footprint Reports
- Product Compliance Declarations and Certifications
- Safety Data Sheets

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 products, services, and operations. This commitment is a critical pillar of brand trust and a competitive advantage in an era of accelerated innovation, global data 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 products and services.

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

- **Privacy Statement:** Our Privacy Statement describes privacy principles and practices as well as users' choices and rights related to personal data. Included in our principles: HP only processes 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.
- **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 (CAP), are designed to prevent, mitigate, and remediate all compliance-related business impacts. The risks identified through the CAP 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, 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) Compliance Office**: HP's HIPAA Compliance Office oversees compliance with HIPAA when triggered by our internal and external activities as a company.

In 2024, all HP employees were required to complete our privacy principles training. For the second 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.

With the advent of new data protection laws and regulations around the world, there is a constant need to evolve 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 2024.

We continue our digital transformation journey, focusing 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 2024.

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 further relies on lawful mechanisms for data transfer to enable the movement of data across jurisdictions. A description of the transfer mechanisms HP uses can be found in the International Data Transfers section of the HP Privacy Statement. In 2024, we updated our Binding Corporate Rules (BCRs), which were reviewed and approved by the European Union Data Protection Authorities. In addition, the UK Information Commissioner Office (ICO) undertook a review of HP's BCRs and recognized 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 the request 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 2024.

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

* 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.

As expected, with the increase of users' awareness and empowerment in exercising their privacy rights, our overall case volume increased by 65% in 2024. However, due to the maturity of our Privacy Intake process, we were able to demonstrate our operational efficiency by handling cases without compromising our quality or response time. Also, our completed/rejected ratio remained at an acceptable level and most of the cases that fall on this category belonged to customers that failed to authenticate their identity, the first step of our process.

Finally, even if we saw an increase in the amount of breaches reported, for most of those events the amount of personal data compromised was minimum (mainly emails) and the risk low, which is why the number of substantiated complaints remained at the same level as 2023 and we had fewer reportable breaches. Still, those events helped us to identify teams that required better privacy awareness and to implement measures to correct problems.

Privacy-related complaints, breaches, and requests*

	2022	2023	2024
Substantiated complaints regarding breaches of customer privacy and/or losses of customer data at HP			
Substantiated complaints from outside parties (including customers)	16	7	8
Substantiated complaints from regulatory or other official bodies	2	1	0
Data breaches (total)**	20	23	60
Data breaches (reportable)**	3	3	1
Data requests made to HP* **			
Right to access/know (completed)	160	630	1,040
Right to access/know (rejected)	60	320	460
Right to erasure/be forgotten (completed)	7,260	5,440	9,390
Right to erasure/be forgotten (rejected)	11,250	1,940	2,880

* 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 written statements addressed to the organization by regulatory or similar official bodies that identify breaches of customer privacy, or complaints lodged with the organization that have been recognized as legitimate by the organization.

** 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 our product or services security infrastructure.

*** These data relate to requests made to HP by individuals globally. The average number of days taken to respond to right to access/know requests and right to erasure/be forgotten requests in 2024 was 15.

Cybersecurity

Cybersecurity is a key pillar of our continuing digital transformation roadmap and a high priority for HP, our customers, and our stakeholders.

Our holistic approach integrates cybersecurity across the value chain, including the design, development, and delivery of our products, services, solutions, and operations. We build resiliency into our business model and work to avoid cybersecurity incidents. When cybersecurity issues do occur, we identify and resolve them rapidly, thereby protecting individuals, data, our customers, and HP.

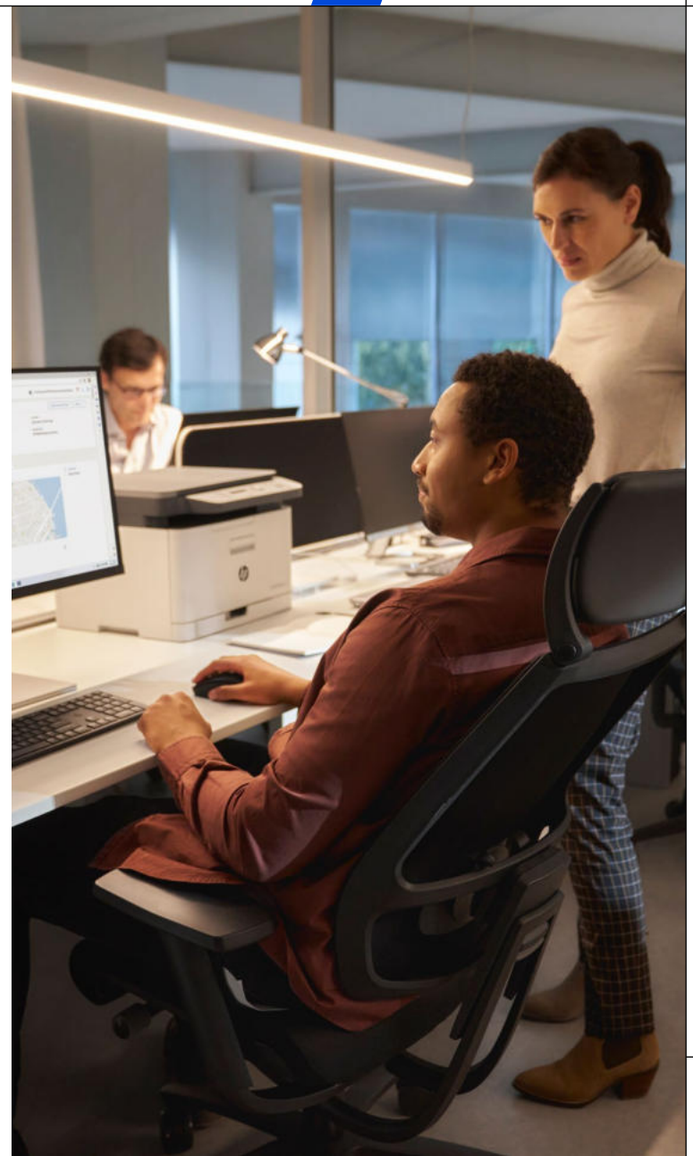
Policies and Standards

HP maintains consistent, rigorous cybersecurity policies, standards, and procedures to give our customers, employees, and partners confidence when sharing data with us. The HP Cybersecurity Policy Suite provides a framework for the company, informs overarching governance in this area, and underpins company-wide cybersecurity. We regularly update our policies and standards to reflect new processing activities and regulatory developments.

We educate HP employees annually about our cybersecurity policies and standards, as well as regulatory requirements, emerging threats, and new practices. Additionally, we 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, maintains governance, processes, resources, and IT partner and vendor relationships to help identify and prevent unwanted access, security threats, and cyberattacks. The Organization also provides extensive incident response, vulnerability management, and security risk management programs across HP to support best-in-class end-to-end security throughout the enterprise.



Worldwide Security and Analytics Practice

Our Worldwide Security and Analytics Practice, led by HP's chief information security officer, advances security within our business units and products, and collaborates with customers and clients. Priorities include:

- Leading efforts to educate employees and clients about cybersecurity, conducting related risk assessments, establishing baselines, and creating cybersecurity roadmaps for HP and our clients.
- Driving alignment with regulatory and compliance requirements such as HIPAA, the Payment Card Industry Data Security Standard, and various other privacy laws.
- Coordinating our client-facing Security Advisory Board, which includes our chief information security officer among its members.
- Facilitating and participating in customer cybersecurity incident response and customer cybersecurity events as needed and as requested.
- Collaborating with HP's printing business units on our Bug Bounty program.

Certification, Audits, and Assessments

The Cybersecurity Organization regularly conducts audits of HP cybersecurity systems and performs annual risk assessments of related HP systems and processes, including our information security management systems (ISMS). To ensure secure process operations, the Organization also drives third-party risk assessments into our procurement process.

Our risk-based Information Security Management System (ISMS) maintained International Organization for Standardization (ISO)/International Electrotechnical Commission (IEC) 27001 certification during 2024, assuring that HP meets the international standard for information systems security. We commission external independent assessors to conduct an annual National Institute of Standards and Technology (NIST) Cybersecurity Framework assessment. Details on the certification of HP services and systems to recognized industry standards can be found on our website, and include:

- ISO/IEC 27701:2022 Information Security Management certification.
- ISO/IEC 20243:2018 Supply Chain Security certification.
- System and Organization Controls (SOC2) Type II and SOC3.
- Secure Development Practices Assessment Certification (SD-PAC).

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

The Worldwide Security and Analytics Practice audits HP as a customer, as well as HP's customer-facing cybersecurity systems, and conducts annual risk assessments of related systems and processes to help establish baselines and drive improvement in cybersecurity postures.

Incident Response

We employ formal processes to address cybersecurity events associated with our worldwide client base, including customer support and mechanisms to escalate issues as needed.

Our online Security Bulletins support our commitment by providing prompt notification and remediation of any vulnerabilities related to our products, services, and solutions. When incidents occur, the Cybersecurity Organization and the Worldwide Security and Analytics Practice respond swiftly, reporting activities to relevant leadership. When a potential cybersecurity event is identified, a core team is responsible for managing the event, including any commercial or legal obligations to notify our customers and/or make regulatory filings. If the potential cybersecurity event involves personal data, HP's Trust and Privacy Organization is engaged as well.

Discussion of data breaches associated with such cybersecurity events can be found in the Complaints, Breaches, and Requests section of the report.

Product Security

Cybersecurity is an increasing concern for our customers worldwide, as cyberthreats continue to evolve with attacks that are more frequent, sophisticated, and diverse.

We regularly enhance HP products, solutions, and services with industry-leading threat protection, detection, and resiliency capabilities while ensuring end user and organization data privacy. Decades of security innovation underpin HP Wolf Security as HP devices fortify zero trust principles' effectiveness for our customers.

HP's leadership team oversees our portfolio-wide approach to security and provides the resources needed to support HP's continued security leadership. Our Security Advisory Board, consisting of several HP leaders as well as external advisors with broad backgrounds in offensive and defensive security, advises us on the ever-changing threat landscape, augmenting our work in HP R&D and HP Labs research activities.

Designing Processes for Security

From design through manufacturing, renewal/reuse, and recycling, HP follows security-by-design and privacy-by-design models, including zero trust principles, in the design and development of our products. We build protection, detection, and automatic recovery capabilities into our devices, not just into software, providing customers with separate, auditable security mechanisms to help manage and recover from security threats.

We design business PCs and printing systems with future threats in mind, providing built-in, hardware-enforced security and resiliency capabilities that integrate seamlessly with each organization's broader infrastructure—without requiring IT intervention. As a foundational part of our strategy, we arm our customers with the most potent security protections across devices, data, documents, solutions, and services to help them use endpoint infrastructure safely and confidently.

Additionally, we continually conduct threat analyses on new methods of compromising a PC or printing system, which in turn helps guide product security development efforts. We employ cybersecurity specialists and conduct cybersecurity architecture reviews, penetration testing, Bug Bounty programs, code reviews, and automated code scanning, using industry-leading tools. When issues arise, we take appropriate actions to remediate reported security vulnerabilities.

Through our Bug Bounty programs, we offer rewards for highly trained, geographically diverse, ethical hackers who expose flaws in our personal systems and in our print and cartridge technologies. The program leverages deep, hard-to-find technical skills to detect obscure, previously unidentified vulnerabilities in our devices and ink/toner cartridges before they are released to market.

Our industry best practice Coordinated Vulnerability Disclosure approach describes how we work with partners, the industry, and the security community to address vulnerabilities. When notified about a suspected vulnerability, we investigate thoroughly and, if it is confirmed, work with the submitter on remediation and a coordinated public release of information.

Supply Chain Security

Throughout our manufacturing, distribution, and renew and reuse processes, HP is committed to delivering a secure product to our customers. The supply chain security life cycle begins with the selection of trusted component suppliers and manufacturing partners.

Our manufacturing facilities must meet HP partner cybersecurity standards, in line with our Defense in Depth cybersecurity strategy. During the manufacturing cycle, PC and printer software is installed in the factory using secure, HP-designed processes and validation checks. With the support of our logistics partners, HP products are secured against tampering in storage and transportation through tamper-evident packaging; hard-sided, lockable trailers; Global Positioning System (GPS) tracking with door-opening detection; and secure parking sites. These requirements help maintain product integrity through delivery.

We complete regular security reviews of our suppliers, logistics providers, and manufacturing partners, utilizing industry standards such as ISO 27001, NIST 800-161, and Transported Asset Protection Association standards.

The HP supply chain security group works to ensure that our products can resist attacks throughout the entire supply chain life cycle. Our HP Product Cybersecurity Standard for Suppliers, enforced through periodic audits, contractually holds relevant suppliers to requirements that mitigate the risks of counterfeits, malware, and tampering. Further, HP continues to innovate with product design and technical capabilities to help address supply chain cybersecurity risks. The HP Platform Certificate—a secure, cryptographic platform certificate—validates system and component integrity, improving our customers' cybersecurity supply chain risk management by protecting them from malicious components and inauthentic parts. This platform certificate complies with existing Trusted Computing Group standards and will be updated accordingly to meet evolving requirements.

Since 2021, HP has maintained the ISO/IEC 20243 Supply Chain Security certification for its enterprise printers and Original HP cartridges, validating HP's commitment to deliver trusted and tamper-resistant printers and cartridges.

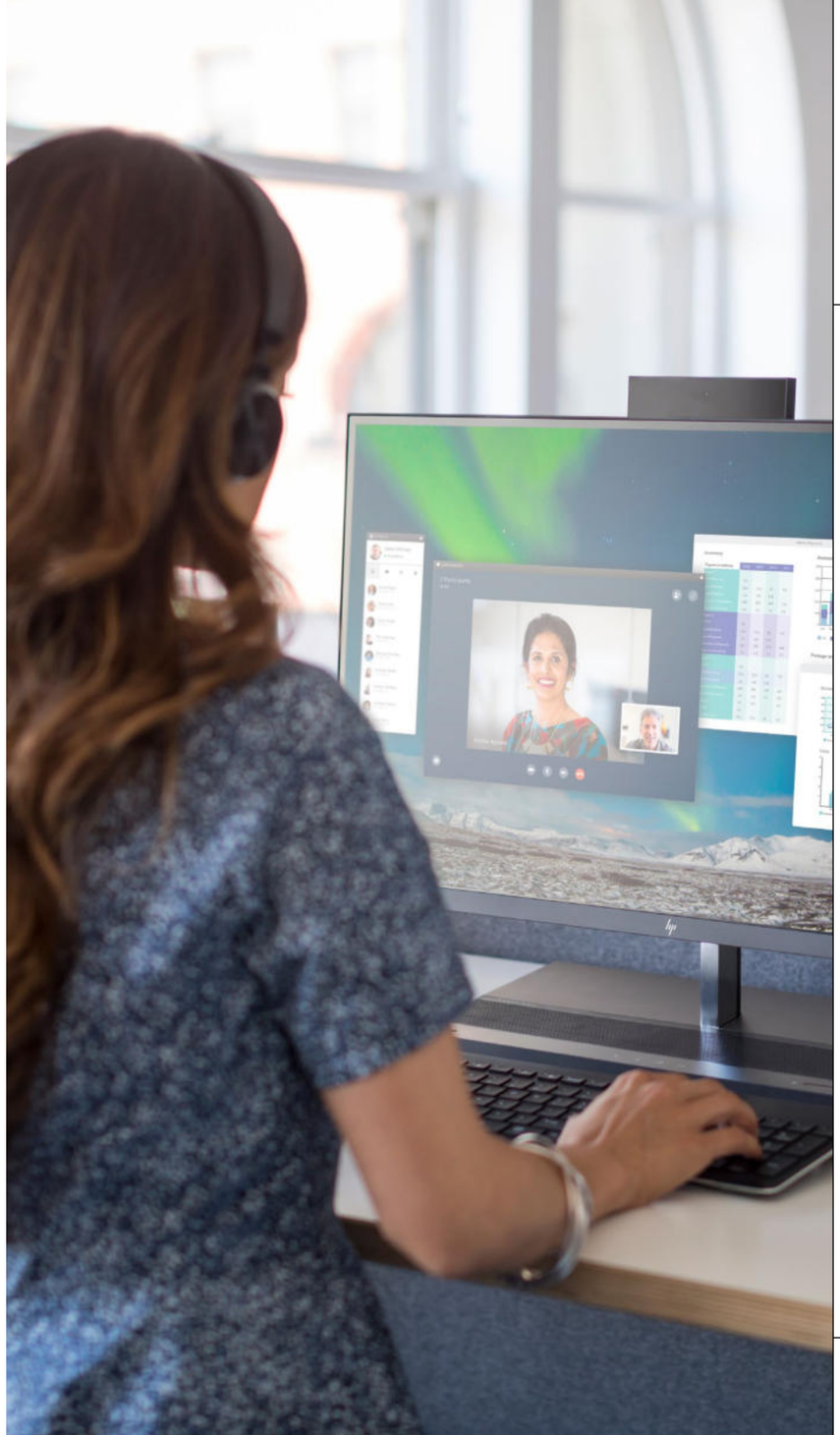
More information on supply chain security can be found at HP Inc. Supply Chain Security.

Personal Systems

HP produces the world's most secure PCs and workstations.[109] We take a unique approach, delivering comprehensive endpoint security built on a foundation of hardware-based security: a process that starts in silicon with the Endpoint Security Controller and continues with HP-developed basic input/output system (BIOS) firmware security capabilities and our ability to configure hardware security for customers—direct from the factory. This full stack enables maximum security coverage compared with a software-only approach.

HP Threat Containment solutions, such as HP Sure Click[110] and HP Sure Access,[111] expand upon traditional malware detection, providing inherent protection by isolating malware and removing risk from the most common attack types, thereby allowing users to "work without worry." HP's threat research experts also provide breaking news on malware and observed threats, including indicators of compromise and suggestions on how to defend against threats.

More information on our personal systems security solutions, including how HP Secure Erase and HP Sure Recover provide secure solutions for organizations to safely and seamlessly redeploy devices, can be found on our website. Additionally, more information on HP Renew Solutions, including HP Device Recovery Service and HP Recycling Service, can be found on the site.



Printers

HP offers the world's most secure printers,[112] and our Enterprise FutureSmart printers meet and exceed the National Institute of Standards and Technology (NIST) Platform Firmware Resiliency Guidelines. These products help customers to ensure strong zero trust principles at the endpoints of their network so that all users are validated and authenticated. Our devices automatically self-heal, recover, and mitigate malware, phishing, and ransomware attacks, and they provide the following award-winning features:

- HP Sure Start maintains BIOS integrity and can automatically recover from potential attacks, saving security and print IT teams' time while strengthening endpoint device security.
- "Allowlisting" (formerly "whitelisting") ensures that both HP and HP-approved partner firmware and software are digitally signed and validated. We provide multiple levels of allowlisting for layered protection at the firmware level.
- HP Memory Shield™ includes both hardware-enforced Runtime Intrusion Detection and Control Flow Integrity.[113] These technologies monitor the memory and code execution flow of printers for unusual and anomalous activity, detecting alterations such as those associated with zero day attacks—when hackers attempt to exploit a security vulnerability before developers can fix it. For customers, when malware and zero day attacks strike a printer, Memory Shield™ can identify the exploit and initiate automatic recovery without the need for intervention—isolating the malware and reducing the potential "blast radius" of an attack.
- HP Connection Inspector™ monitors outbound printer network connections, detects any anomalous behavior, and initiates a self-healing recovery. For example, if an abnormal quantity of domain name service packets are leaving the printer—indicating an attacker is attempting to contact its command and control server to gain access to company data—these events are captured and can be analyzed using existing security incident and event management tools, providing customers with visibility into printer-specific threat activity. As with HP Sure Start BIOS protection, HP Memory Shield™ features HP Connection Inspector™ and initiates an automatic, self-healing recovery of the device.

As an added layer of print security, Original HP office print cartridges contain tamper-resistant, proprietary firmware that helps prevent modification from third parties after production and helps reduce the risk of malicious code entering the cartridge chip.

In addition to standard penetration and vulnerability testing, HP established the print industry's first printer Bug Bounty program in 2018. HP has extended the reach of this program to incorporate additional code evaluations and supplies security. This initiative engages global white hat security researchers—individuals who use hacking skills to ethically identify security vulnerabilities—to consistently seek out any firmware, device, and network communication bugs and vulnerabilities in HP devices in advance of launch.

Risk and compliance management are vital for business continuity. HP Security Manager[114] is the industry's only comprehensive policy-based printer security compliance tool, used to customize and deploy security policies and to manage, assess, and remediate device configuration settings of HP printer fleets. Critical for zero trust implementation and security compliance is HP Security Manager's ability to apply device certificates while also assessing firmware vulnerability across the entire fleet from a single easy-to-deploy server-based tool.

Professional Security Services

HP Professional Security Advisory Services combines credentialed security experts and trained print and PC specialists to deliver a number of security services. These offerings include assessing the security posture of customers' unique print and endpoint environments, ensuring effective global print and PC security policy and governance strategies, addressing compliance requirements, developing and implementing plans, providing ongoing management, monitoring of customer print infrastructure, and proactively identifying gaps in defenses.

Through these professional security services, HP reduces the need for security and IT teams to plan, implement, and maintain effective global security across their print infrastructure. Additional information can be found on our website.

Product Safety

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

All HP-branded electrical products 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 standard requirements. HP continually evaluates our products to identify and implement opportunities for ongoing improvement.

Additionally, we share extensive product 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 eco labels and other certifications that cover health and safety as well as environmental aspects.

Safety Across HP Printing

Original HP Toner and Ink Cartridges are designed and tested with indoor air quality in mind. We voluntarily design and test our printing systems[115] to meet Blue Angel and EPEAT® indoor air quality emission standards.

Home and Office Printing Solutions

In 2024, HP commissioned the Fraunhofer Institute's Wilhem-Klauditz-Institut (WKI) to perform studies that tested the emission rates of volatile organic compounds. The WKI examined 50 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 (EMEA); and Asia Pacific and Japan (APJ) regions. The study found that 70% of non-HP toner cartridges failed Blue Angel emission criteria and may therefore contribute to poor indoor air quality.[116]

Large Format Printing

The water-based formulation of HP Latex Inks provides a more comfortable and welcoming print-production environment without sacrificing performance.

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,[117] are nonflammable and noncombustible,[118] and avoid problematic reactive monomer chemistry.[119]

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.

Additional information can be found in Product Certifications and Documentation.

Industrial Print

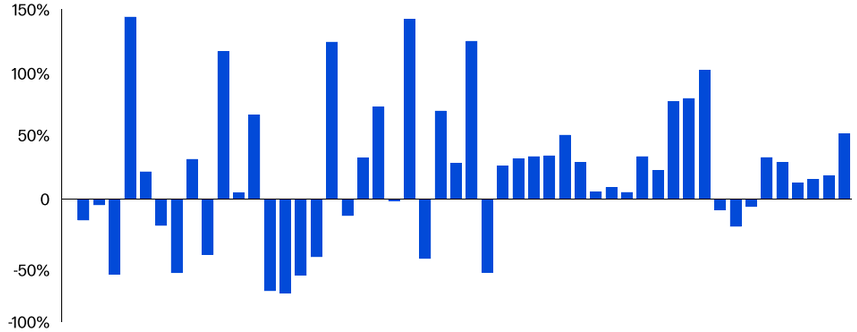
We incorporate relevant food-contact material regulations, industry guidance, and brand requirements into our formulation qualification process. These steps support a variety of food packaging–printing solutions offered by our Indigo, PageWide Industrial, and Specialty Printing Systems technologies. Whenever possible, HP strives 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 PA12 GB, HP 3D HR PP enabled by BASF, and HP 3D HR TPA enable 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.

Total volatile organic compound emissions from non-HP cartridges tested*
(percentage emissions above or below the Blue Angel limit)



* Results from WKI study: 2024 WKI emissions-testing study, commissioned by HP, in compliance with Blue Angel protocol DE-UZ 219: 50 non-HP (34 imitation and 16 remanufactured) toner cartridges sold as alternatives for the HP LaserJet Pro M404dn and M405dw in North America, Latin America, EMEA, and APJ regions.

Product Accessibility

An estimated 1.3 billion people–about 16% of the global population–currently experience significant disability.[120] HP believes that while accessible technology is necessary for some, it benefits all.

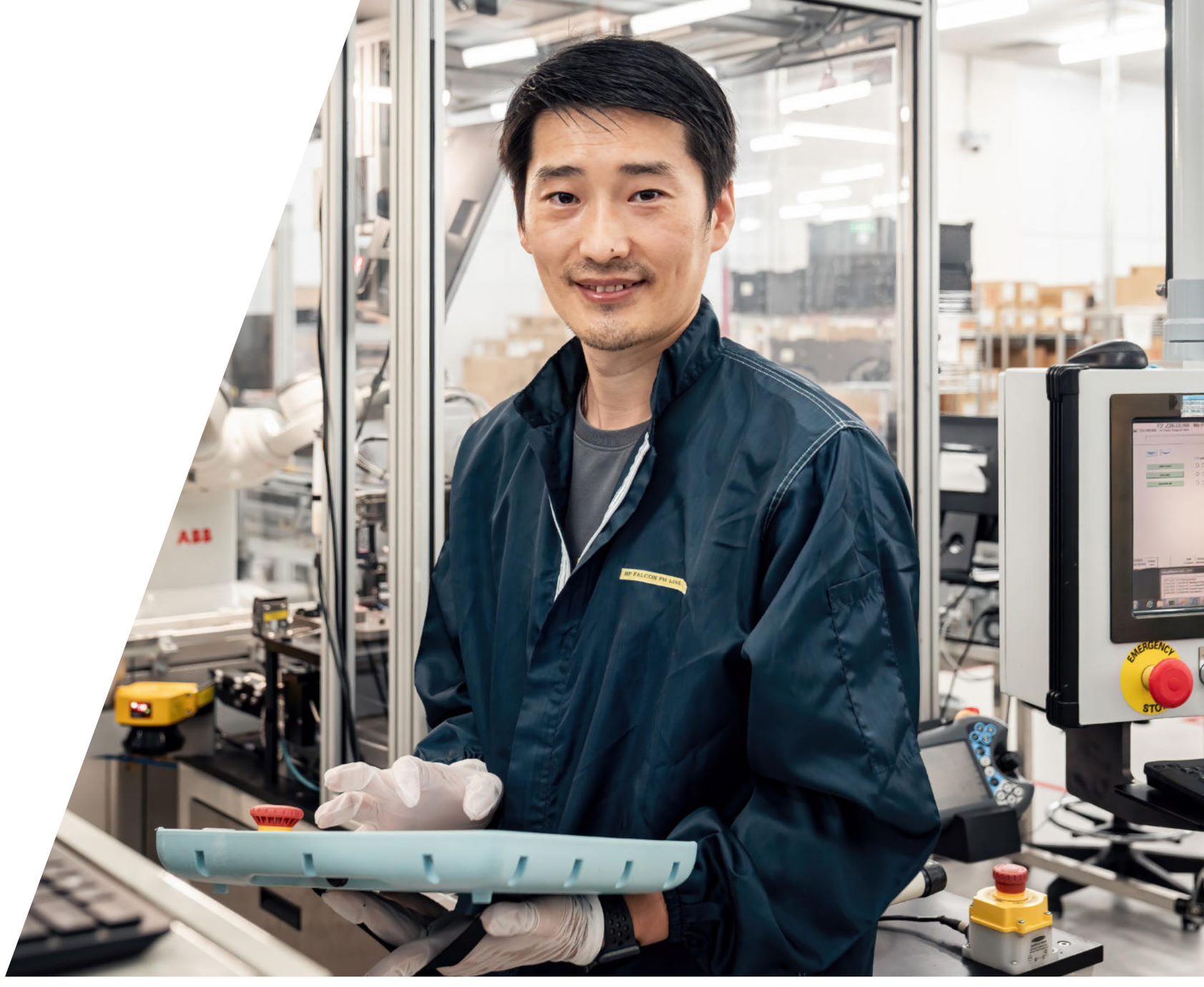
Removing barriers that otherwise prohibit people with disabilities from engaging as dignified, independent, equal, and active members of our communities is critical for society and business to thrive. We are investing in accelerating digital equity for 150 million people by 2030,[121] including individuals with disabilities, through the Digital Equity Accelerator and other initiatives.

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 Product Accessibility website for more details.

Transform HP's Value Chain



Our Mission

Minimizing total environmental impact requires intentional action and innovation beyond the design of HP's product offerings. Thus, we pursue continuous improvements to sustainability, responsibility, and resilience by leading efforts across our value chain and in the communities where our technology is deployed, including through supplier partnerships and human rights due diligence (HRDD).

We take decisive action to achieve net-zero emissions in our operations, manage our water footprint, and invest in responsible management of forests. In addition to improving our impact on the environment and society, these efforts provide advantages for our business, customers, and partners.

While greenhouse gas (GHG) emissions from HP operations only represent 2% of our footprint, we work to demonstrate leadership in emissions management, reduction, and disclosure. Our global operations produced 127,600 tonnes of Scope 1 and Scope 2 CO_2e emissions during 2024, a 13% decrease compared with 2023.

Our production and nonproduction suppliers play a crucial role in helping us reduce carbon emissions. Because 98% of our emissions occur in our value chain, we use our scale and scope to engage closely with suppliers on improvement opportunities. We encourage suppliers to address their own impacts, such as by using renewable electricity. For over a decade, we have collaborated closely with our production and nonproduction suppliers to strengthen their environmental initiatives and to ensure transparent progress reporting, focusing on GHG emissions and energy use, water withdrawal, and waste generation.

HP always acts with integrity. Everyone at HP is expected to meet the highest ethical standards and to treat others with respect and fairness. A strong dedication to our values underpins our efforts, reinforced by in-depth training and communication and upheld through targeted policies and strong governance. We require ethical conduct from our suppliers and partners, and we use our scale and influence to drive progress across the IT industry. See Operating Responsibly.

When it comes to human rights, our stance is clear and uncompromising. We believe in advocating for universal rights within HP and beyond, and we drive policies that advance fundamental dignity and respect. We monitor emerging human rights expectations and best practices to ensure that our program is continually adapting and improving, and we are committed to supporting the United Nations Guiding Principles (UNGPs) on Business and Human

Our Goals

Goal		Progress in 2024		SDGs
Carbon emissions				
2030	Reduce HP value chain GHG emissions by 50% by 2030 (compared with 2019), and achieve net-zero emissions by 2040.[1]	**27%**	reduction from our 2019 baseline. HP's carbon footprint was 17,757,000 tonnes of CO_2e in 2024. Learn more.	**SDG13**
2030	Reduce Scope 1 and Scope 2 GHG emissions from global operations by 50% by 2030, compared with 2019.	**41%**	reduction since 2019. HP's global operations produced 127,600 tonnes of Scope 1 and Scope 2 CO_2e emissions in 2024. Learn more.	**SDG13**
2025	Use 100% renewable electricity in our operations by 2025.	**62%**	achieved. HP's global operations procured and generated 298,000 MWh of renewable electricity and attributes in 2024. Learn more.	**SDG7 SDG13**
Forests				
2030	Counteract deforestation for non-HP paper used in our products and print services by 2030. Continue to source only sustainable fiber for all HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays.[2,3]	**44%**	of our total fiber footprint addressed, for paper used in our products and print services in 2024. Learn more.[4,5]	**SDG13 SDG15**
Water				
2025	Reduce potable water withdrawal in global operations by 35% by 2025, compared with 2015, focusing on high-risk sites.	**38%**	reduction since 2015, meeting our goal (as in 2022), despite adding 59 Poly sites to our portfolio. Learn more.	**SDG6 SDG12**
Empowered workers				
2030	Reach one million workers through worker empowerment programs by 2030, since the beginning of 2015.	**609K**	workers reached through 2024. Learn more.	**SDG8, SDG10**
Ethics				
Ongoing	Maintain greater than 99% completion rate of annual Integrity at HP training among active HP employees and the Board of Directors.[6]	**99.4%**	of employees, including senior executives, completed Integrity at HP training, as well as all members of the Board of Directors. Learn more.	**SDG16**

Sustainable Development Goals (SDGs) key

SDG6 Clean Water and Sanitation

SDG7 Affordable and Clean Energy

SDG8 Decent Work and Economic Growth

SDG10 Reduced Inequalities

SDG12 Responsible Consumption and Production

SDG13 Climate Action

SDG15 Life on Land

SDG16 Peace, Justice and Strong Institutions

Carbon

HP was the first global IT company to publish a full value chain carbon footprint, including emissions from operations, product manufacturing and distribution, and the use of our products by millions of customers worldwide.

HP utilizes lifecycle assessments to understand our product impacts—which represents about 96% of our total carbon footprint—and identifies ways to reduce those impacts. This informs us of our path to decarbonization through circular product design, increased resource efficiency, and collaboration with our suppliers.

2024 HP Carbon Footprint

HP was the first global IT company to publish a full carbon footprint, which covers our entire global value chain–from our suppliers[7] to our operations and to our millions of global customers who use our products. In 2024, our carbon footprint equaled 17,757,000 tonnes[8] of CO_2e, 27% less than in 2019. This included a 16% reduction in absolute GHG emissions related to product manufacturing and a 46% decrease associated with product energy use.

Because 72% of our emissions occur in our supply chain, we use our scale and scope to engage closely with suppliers. This includes encouraging suppliers to address their own impacts, such as through the use of renewable electricity.

A little less than one-fourth of HP's carbon footprint comes from the use of our products. We work to continually improve product energy efficiency as well as deliver innovative service-based solutions that help customers reduce the energy use of our products.

While GHG emissions from HP operations represent only 2% of our footprint, we work to demonstrate leadership in emissions management, reduction, and disclosure. Our global operations produced 127,600 tonnes of Scope 1 and Scope 2 CO2e emissions during 2024, a 13% decrease compared with 2023.

Methodological Updates

In 2024, we implemented key updates to our methodologies for quantifying emissions, enabling more precise and effective measurement of our carbon footprint across both operations and products. To increase the accuracy of our emissions analysis, we introduced a comprehensive suite of tools designed to estimate the carbon footprint of products and components throughout their entire lifecycle—from manufacturing to the end of product use. Life Cycle Assessments (LCAs) address modeling uncertainties and variations, and they offer adaptability and scalability to meet customer and regulatory requirements. Our LCA tools underwent third-party assurance for conformance with International Organization for Standardization (ISO) 14040 and ISO 14044 standards, aligning with international best practices and further reinforcing the credibility of our methodology and calculations.

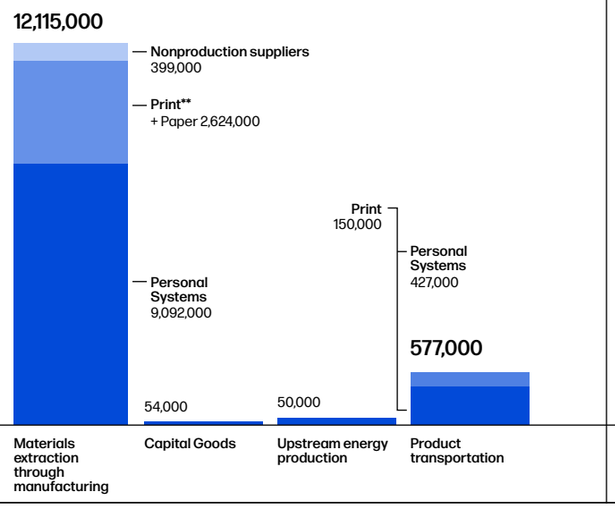
Building on HP's recent advancements, we enhanced our existing calculation engine to better represent the GHG emissions from HP printers and developed a new calculation engine to automate carbon footprint analysis for HP's Accessories businesses. Additionally, our expanded toolset now estimates GHG emissions from industrial printing supplies, such as Indigo and PageWide Press. Together, these innovations streamline our processes while providing more precise emissions data.

As a part of our annual review, we also updated our emission factor archive to align with the latest annual and country-specific electricity emission factors from the International Energy Agency (IEA), ensuring a more accurate representation of changes in national energy mixes over time.

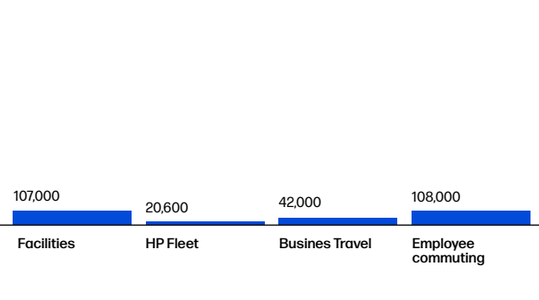
Methodology updates impacted Scope 3 categories 1, 4, 9, 11, and 12, and these improvements to our methodology are reflected in our 2024 report. We have revised the GHG emissions data for our 2019 baseline, as well as for 2020, 2021, 2022, and 2023 to maintain comparability.

17,757,000 tonnes CO_2e

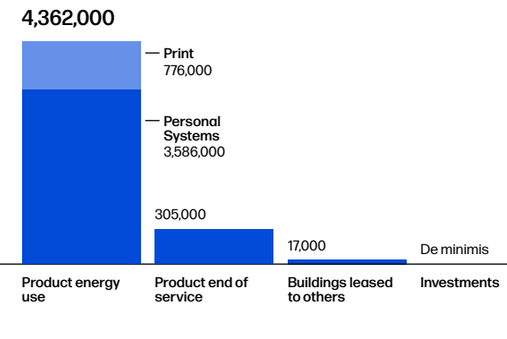
Supply Chain* (72%)



HP Operations (2%)



Products & Solutions (26%)



* Supply chain includes Scope 3 upstream emissions. Product transportation includes upstream (to suppliers) and downstream (to customers) emissions. 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 2% of our carbon footprint.

SEE ALSO

- Description of our methodology in the HP Carbon accounting manual[9]
- Full list of our GHG emissions-reduction goals and progress
- Full carbon footprint data for 2022–2024 (including by Scope 1, 2, and 3)
- GHG emissions-reduction initiatives across our business: Supply Chain, HP Operations, and Products
- HP's CDP Climate Change response submitted in 2024[10]

Path to Net-Zero Emissions by 2040

We use GHG emissions-reduction strategies across our value chain to achieve our science-based targets and limit global warming to below 1.5°C.

Supply Chain

Our suppliers are crucial partners in this effort. 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 for HP production by 2040.
- Requiring suppliers to set GHG reduction targets and report progress.
- Including sustainability metrics in our Supplier Performance Business Review Scorecards to drive performance.

HP Operations

At HP sites around the world, we are taking action to reduce our GHG emissions through company-wide initiatives and site improvements by:

- Reducing energy consumption through optimization and efficiency projects.
- Increasing off-site renewable energy partnerships and on-site renewable electricity generation.

Products and Solutions

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

- Improving energy efficiency of products.
- Increasing use of recycled materials and sustainable packaging.
- Offering services to keep products in use longer—such as repair and refurbishment—and as a service model.

Targets

We use science-based targets as a key framework to guide our emissions reduction efforts, ensuring that our strategies align with the latest climate science to achieve meaningful and measurable progress toward our sustainability goals. In 2024, our 2040 net-zero target was validated through the Science Based Targets initiative (SBTi).

This milestone builds upon HP's near-term GHG emissions reduction targets, which were validated by the SBTi in 2022, reaffirming our ongoing commitment to climate action and our ambition to limit global warming to 1.5°C.

Our targets are as follows:

- HP Inc. commits to reaching net-zero greenhouse gas emissions across the value chain by Fiscal Year (FY) 2040.
- Near-term targets: HP Inc. commit to reducing absolute Scope 1, 2, and 3 GHG emissions 50% by FY2030 from a FY2019 base year.
- Long-term targets: HP Inc. commits to reducing absolute Scope 1, 2, and 3 GHG emissions 90% by FY2040 from a FY2019 base year.

See additional HP GHG emissions reduction goals.

The Pursuit of Net-Zero Emissions

As part of our overall sustainability plan, HP is reducing GHG emissions across our value chain, enhancing circularity of our products and packaging, and investing in forest restoration and sustainable management. We aim to achieve business growth while lowering emissions and minimizing resource use through innovative solutions, forward-thinking product design, and transformative business models.

To support our near-term goal of a 50% reduction by 2030, and our ultimate goal of reaching net zero by 2040, we have established intermediate objectives to guide our progress toward net zero, including:

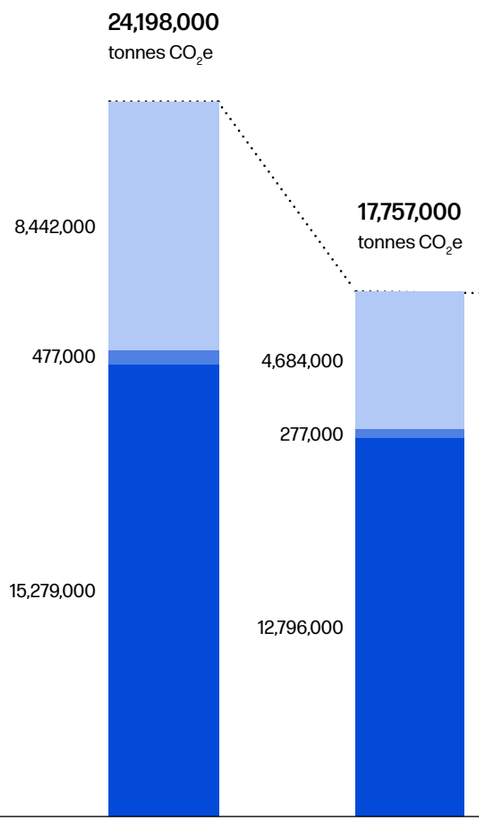
- Reaching 100% renewable electricity in our operations.
- Using 30% postconsumer recycled content plastic across HP's personal systems and print product portfolios.
- Reaching 75% circularity for products and packaging.

Achieving Net-Zero Emissions

HP recognizes that achieving net-zero emissions requires a comprehensive approach that includes reducing emissions across our value chain and addressing any residual emissions that cannot be eliminated. To this end, we plan to leverage high-quality carbon credits as part of our strategy to offset these unavoidable emissions.

Key ····· GHG emissions-reduction guideline ● Supply Chain ● HP Operations ● Products and Solutions

Our Recent Performance*



Accelerating Toward Net-Zero Emissions

By 2030, we strive to reduce our value chain GHG emissions, drive circularity across our products and packaging, and invest in protecting, managing, and restoring forests. We will then continue to pursue business growth while reducing emissions and resource consumption through innovation and transformative product design and business models as we drive toward net-zero emissions by 2040.

Reach
100%
renewable electricity in our operations

Reach
75%
circularity for products and packaging

Reduce
HP absolute value chain GHG emission by
50%
compared with 2019

Use
30%
postconsumer recycled content plastic across HP's personal systems and print product portfolios

2025 → 2030 → 2040

Achieve Net-Zero Emissions

* "Supply chain" includes Scope 3 upstream emissions. "HP operations" includes Scope 1, 2, and some 3 emissions. "Products and solutions" includes Scope 3 downstream emissions. See Carbon Footprint for details.

HP Operations[11]

In 2024, HP operations were conducted in 55 countries and 196 sites, generating 127,600 metric tonnes of CO2 equivalent (CO2e) in Scope 1 and Scope 2 emissions—a 13% reduction from 2023, driven by increased renewable electricity procurement. Emissions intensity decreased to 2.4 metric tonnes of CO2e per million US dollars of net revenue in 2024, a 13% decrease from 2023. See detail.

Most of our operational emissions stem from the energy required to power our facilities. To address this, our strategy focuses on three key areas, including:

- Reducing energy consumption through optimization and efficiency initiatives.
- Increasing onsite renewable energy generation.
- Procuring renewable energy from offsite sources for regions where we operate.

See our full carbon footprint for 2022-2024, the HP Carbon accounting manual, and HP's CDP Climate Change response submitted in 2024.[12]

Operations GHG Emissions Reduction

2030 GOAL

Reduce Scope 1 and Scope 2 GHG emissions from global operations by 50% by 2030, compared with 2019.[13]

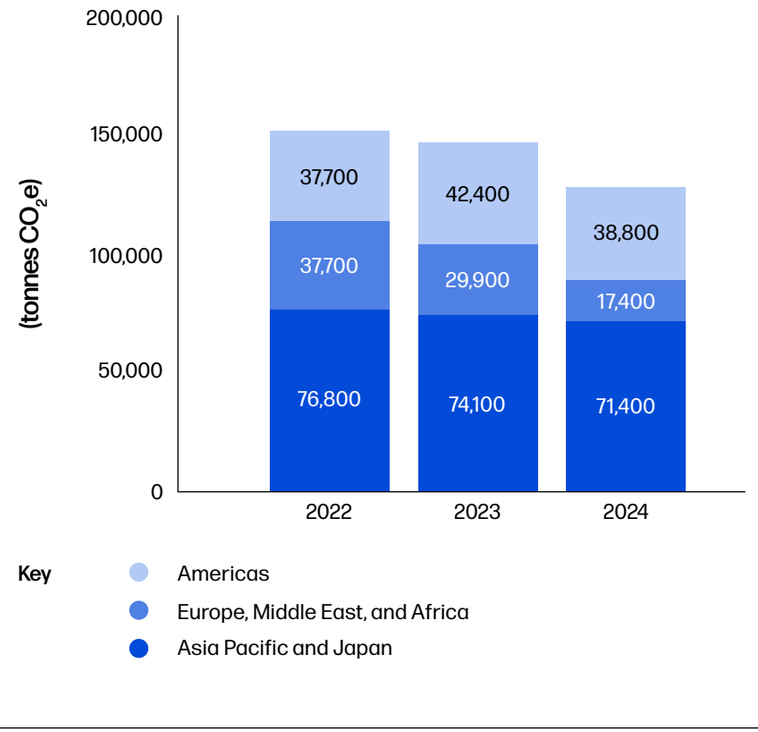
41%

reduction since 2019. HP's global operations produced 127,600 tonnes of Scope 1 and Scope 2 CO2e emissions in 2024.

100%

renewable electricity used in our operations in the US in 2024.

Scope 1 and Scope 2 GHG Emissions from Operations



Energy Efficiency

Energy consumption is the primary driver of our operational GHG emissions, and we continue to identify and invest in opportunities to improve energy efficiency and accelerate our transition to renewable energy sources.

In 2024, our operations consumed 682,398 MWh of energy, marking a 6% reduction from 2023. This decrease was driven by energy conservation projects and reduced natural gas usage across all three regions where HP operates (AMS, EMEA, and APJ). To better align with reporting and GHG emissions accounting standards, we updated our methodology at our Palo Alto, California, US, site, excluding tenant emissions from Scope 2 and reallocating them to Scope 3. This adjustment prevented double counting and reduced our reported direct operational energy consumption. Energy intensity decreased by 6% in 2024 compared with 2023, reflecting our lower energy usage.

In 2024, we implemented several impactful energy reduction initiatives, including 28 energy conservation projects as a part of our operations energy efficiency program, and an additional five projects as a part of a Strategic Energy Management program at our Corvallis, Oregon, US, site. These projects reduced HP's annual energy consumption by an estimated 6,701 MWh in FY24. Our 2024 initiatives include:

- Corvallis, Oregon, US: The site team partnered with the Energy Trust of Oregon to perform a yearlong Strategic Energy Management (SEM) Program to identify energy savings opportunities and implement corrective actions, resulting in an estimated 525 MWh annual energy savings.
- Kiryat-Gat, Israel: We performed a Heating, Ventilation and Air Conditioning (HVAC) retro-commissioning project, which optimized the performance of the HVAC equipment while saving an estimated 1,356 MWh of annual electricity consumption. The project is expected to break even in 1.9 years.
- Bangalore, India: We upgraded the efficiency of the air conditioning equipment serving our data center, saving an estimated 1,064 MWh annually, which is equivalent to 12% of the site's entire consumption.

To ensure that our initiatives are adequately funded, HP runs a global energy management program that includes an annual budget to implement energy saving projects. We also deployed site-specific energy management programs at a number of major sites, including the Strategic Energy Management program at our Corvallis, Oregon, US, site, and ISO 50001 (energy management) certifications at two sites in Singapore and one site in China.

Within our operations, HP also raises awareness of energy efficiency and energy reduction strategies by sending periodic communications to managers to share with their employees.

Learn more about how we are reducing GHG emissions across our value chain in Supply Chain and Energy Efficient Products and Certifications.

Energy use from operations (MWh)			
	2022	**2023**	**2024**
Stationary combustion (natural gas and diesel)	119,300	142,100	117,200
Electricity*	492,600	501,300	479,500
Transportation fleet**	81,600	85,300	84,000
District cooling and heating (purchased)	2,800	1,200	1,700
Energy intensity (MWh/US$ million of net revenue)***	11.1	13.6	12.7

* Includes purchased electricity and electricity generated on site.

** Includes gasoline and diesel. Beginning in 2022, this data also includes 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.

Renewable Energy

In 2024, we sourced and generated a total of 297,846 MWh of renewable electricity, with 74% from wind, 4% from solar, and 22% from mixed wind and solar. This resulted in renewables accounting for 62% of our global electricity consumption—up from 59% in 2023—while maintaining our commitment to 100% renewable electricity in the US.

#18

on the Green Power Partnership Top 30 Tech & Telecom list (as of October 2024).

Renewable Electricity Use

2025 GOAL

Use 100% renewable electricity in our operations by 2025.

62%

achieved. HP's global operations procured and generated 298,000 MWh of renewable electricity and attributes in 2024.

By implementing energy-saving technologies and processes, we aim to minimize overall demand. Sources of renewable electricity in 2024 included Renewable Energy Certificates (RECs), Guarantees of Origin (GOs), and International RECs (I-RECs) (91%), of which 66% are US-RECs and 34% are I-RECs; green electricity contracts (6%); and renewable energy generated on site and on-site Power Purchase Agreements (PPAs) (3%). Through these purchases, we continue to use 100% renewable electricity in the US[14]–all of which ensure the electricity we use comes from clean, sustainable sources. Together, these actions are central to our goal of reducing operational emissions and supporting a transition to a low-carbon future.

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

Building on previous renewable energy initiatives—such as the solar-covered roof at our Palo Alto headquarters in California, US (a feed-in tariff project)—HP continued to pursue renewable energy projects in 2024, including the installation of an 854 kW solar electricity system at our site in Jalisco, Mexico. Once operational, it is expected to generate up to 92% of the site's annual energy consumption.

Green Buildings and Facilities

When feasible, we pursue green building certifications at HP-owned and leased properties to ensure our buildings meet industry-leading standards for energy efficiency, sustainability, and environmental performance. These certifications play a critical role in advancing our energy goals by reducing energy consumption and contributing to the overall decarbonization of our built environment. In addition, energy-efficient buildings help to minimize operational costs, improve occupant well-being, and enhance resilience against climate impacts. As of 31 October 2024:

- 14 sites globally have achieved Leadership in Energy and Environmental Design (LEED®) certifications for buildings, including 13 at the Gold level or above.[15]
- Three sites have achieved Building Research Establishment Environmental Assessment Method (BREEAM) certifications for building, including two at the Excellent level.[16]
- One location has achieved SITES certification for sustainable landscaping.
- One site has achieved Total Resource Use and Efficiency (TRUE) certification for waste diversion.

To provide better guidance to our project managers for the buildout of our facilities, we developed the Sustainability Playbook: Construction and Design for project managers, outlining key principles such as energy efficiency, indoor air quality, water conservation, and waste management. All new construction projects are targeted 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 of the end of 2024, 21 facilities, including all HP-owned manufacturing sites, were certified to ISO 14001:2015 (the most recent version), with 17 as part of our global ISO 14001 certificate. 12 facilities, including 50% of HP manufacturing sites, were certified to ISO 45001:2018 for occupational health and safety as well.

Auto Fleet, Business Travel, and Commuting

Our goal is to reduce GHG emissions from HP-owned or leased auto fleet vehicles by 25% by 2025, compared with 2015.

During 2024, our company auto fleet accounted for 17,700 tonnes of CO2e missions, 2.1% less that in 2023 and 42.3% less than in 2015.

By 2030, our goal is to achieve a 100% electric vehicle (EV) company fleet. We started our first EV fleet pilots in the Netherlands in 2020 and have since introduced EV choices in 17 countries. By the end of 2024, our fleet comprises 20% EV and 29% hybrid vehicles.

To support the growing adoption of EVs, we are committed to installing EV infrastructure at all feasible sites worldwide by 2030. As of 2024, we have implemented EV infrastructure at 46 of our 77 target sites (60%). Additionally, we ensure that new building constructions and lease agreements include provisions for EV infrastructure whenever possible.

To mitigate the environmental impact of business travel, we implemented a comprehensive strategy that includes offering employees low-emission travel options through partnerships with travel providers. By utilizing advanced travel planning tools, we help employees make informed choices that align with HP's sustainability goals. Where possible, we promote virtual collaboration by encouraging the use of video conferencing and other digital platforms to replace in-person meetings, significantly reducing the need for travel. These efforts are part of our broader commitment to reducing our carbon footprint and fostering a culture of sustainability within our organization.

In 2021, we joined the Eco-Skies Alliance program to support the use of sustainable aviation fuel (SAF[17]), demonstrating our dedication to sustainable innovation in corporate travel. This commitment remained strong in 2024 as we increased the intensity of SAF use in our business travel. Approximately 5,480 tonnes of CO2e out of 57,079 tonnes of CO2e from our business air travel footprint were represented by our SAF purchases. Our participation in this program highlights HP's focus on impactful collaborations that promote a greener future for the travel industry.

See data related to business travel and employee commuting.

Supply Chain

Our production and nonproduction suppliers are essential partners as we work to drive net-zero carbon throughout the value chain. In 2008, HP was the first major IT company to publish aggregated supply chain GHG emissions data. We continue working to drive progress in this area, including through our goals.

Production and nonproduction suppliers play a crucial role in helping us to achieve net-zero carbon and enhance resource efficiency across the value chain. Partnering with our suppliers has been a crucial part of our strategy, as their operations directly influence energy consumption, material efficiency, and waste reduction. For over a decade, we have collaborated closely with our production and nonproduction suppliers to strengthen their environmental initiatives and to ensure transparent progress reporting, focusing on GHG emissions and energy use, water withdrawal, and waste generation.

Through our Carbon Disclosure Project (CDP) Supply Chain membership, we request that 98% of our production suppliers, 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 sustainability expectations, and providing resources for adopting cleaner technologies. Our Supplier Sustainability Requirements, which includes our Supplier Code of Conduct (SCoC) and General Specification for the Environment (GSE), outlines our expectations for suppliers that we contract with.

We collaborate with the Responsible Business Alliance (RBA) to enhance its industry-wide Code of Conduct, helping to elevate standards across IT supply chains. Our involvement includes contributing to the latest RBA Code revision (published in January 2024), which also forms the basis of our Supplier Code of Conduct. This update introduces new requirements for:

- Setting and publicly reporting progress on absolute Scope 1 and 2 GHG emissions reduction goals.
- Public reporting on significant Scope 3 emission categories.
- Tracking and documenting hazardous and non-hazardous waste data.

Our SCoC encompasses environmental provisions covering permits, 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. Furthermore, suppliers and their subcontractors are required to acknowledge and implement the SCoC, ensuring a cascading effect throughout the supply chain.

Environmental performance, as measured by our internally developed Supplier Scorecard, is a key component of regular business reviews with our suppliers and is deeply integrated into our procurement management process. Additionally, we apply more stringent requirements through this Scorecard to suppliers that assemble our products, as well as suppliers within each commodity group, particularly focusing on suppliers with higher potential for environmental impacts, including:

- Current renewable electricity use and 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 and HP annual energy survey.

By combining the SCoC requirements with the Supplier Scorecard, we have created a multi-faceted approach to drive environmental responsibility throughout our supply chain. This strategy ensures that our suppliers not only meet baseline standards but also actively work towards more ambitious sustainability targets, aligning with our company's broader environmental objectives.

Supplier GHG Emissions Intensity

2025 GOAL **ACHIEVED**

Reduce first-tier production supplier and product transportation-related GHG emissions intensity by 10% by 2025, compared with 2015.[18]

11%

GHG emissions decrease through 2022, compared with 2015.

Supplier GHG Emissions Reduction

2025 GOAL **ACHIEVED**

Help suppliers cut 2 million tonnes of CO_2e emissions between 2010 and 2025.[20]

Over 2.17

million tonnes of CO_2e emissions avoided by suppliers through 2024.[19]

Production Suppliers

Our Supplier Scorecard is a key engagement tool designed to encourage our production suppliers to adopt environmental best practices. Through comprehensive training, we communicate our environmental 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. Since 2018, we have utilized the Scorecard to promote renewable energy sourcing and to encourage suppliers to establish validated science-based targets for reducing GHG emissions. This practices ensures that their climate action goals align with our own ambitions.

In 2024, we extended our efforts beyond our own supply chain by collaborating with other organizations to drive cross-sector improvements. Through a collection of HP initiatives since 2010, we estimate that program participants have cut over 2.17 million tonnes of CO_2e emissions since 2010, achieving our goal to help suppliers cut two million tonnes of CO_2e emissions between 2010 and 2025.[21]

- **CDP Small and Medium-Sized Enterprise (SME) Corporate Questionnaire**: Through HP's CDP Supply Chain membership, we contributed to developing the CDP Small and Medium-Sized Enterprise (SME) Corporate Questionnaire, which launched in 2024. Created in partnership with the SME Climate Hub, this initiative allows HP's smaller suppliers to engage with CDP, increasing awareness and transparency about their environmental impacts while accelerating their climate action efforts.
- **EPEAT® eco label**: Since 2021, we have actively contributed to the development of new standards anticipated to impact our printing and personal systems products. The EPEAT Climate+ criteria, first introduced in May 2023, continue to evolve. We remain closely engaged in this process, recognizing the potential of these standards to drive transformative changes across the IT industry by addressing critical issues such as supply chain GHG emissions, water use, and waste management.
- **The Catalyze program**: Building on our commitment as a founding sponsor of Catalyze, we are actively engaging in the program to drive meaningful decarbonization across the semiconductor and IT supply chains. Led by Schneider Electric, the Catalyze program fosters collaboration among industry leaders, providing participants with training on renewable energy sourcing and localized market guidance. Through our participation in this initiative, we are empowering suppliers to commit to decarbonization and facilitating their access to large-scale Power Purchase Agreements (PPAs) through collective buyer cohorts, enabling smaller suppliers to participate in the transition to renewable energy.

In 2024, we continued to prioritize capacity building by partnering with leading third-party companies to provide targeted training on climate science-based targets and other climate-related issues.

- **Science-based target workshops**: Since 2023, HP has partnered with leading companies across industries to provide training for suppliers on GHG accounting, climate science, and science-based targets for near-term reduction, net zero, and forestry land and agriculture (FLAG).
- **CDP disclosure and best practices webinar**: We collaborated with CDP to deliver online and recorded training aimed at helping HP suppliers understand our Sustainable Impact goals, the CDP disclosure process, and expectations for climate change and water security reporting. This webinar was offered in both English and Mandarin to 224 of the production suppliers requested to respond to CDP through our CDP Supply Chain membership.
- **HP Supplier Carbon Workshops**: HP's sustainability and procurement teams engaged directly with 47 high-impact suppliers through individual meetings. These sessions communicated HP's sustainability goals and specific requirements, emphasizing the importance of GHG reduction targets, increased renewable electricity usage, and implementation of energy efficiency and zero-waste management systems.

In 2024, 55% of HP's production suppliers reported having science-based targets, with 49% validated by the Science Based Targets initiative (SBTi) and 6% assessed by HP.

Through HP's push for suppliers to adopt renewable energy, 94% (by spend) reported in 2023 that they are using renewable energy and 71% reported having renewable energy goals.

See detailed performance data.

Product Transportation

We aim to optimize our logistics network to enhance efficiency, lower costs, and reduce environmental impacts. Our strategy includes:

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

To reduce GHG emissions across our global logistics network, HP collaborates with freight partners to expand the use of sustainable fuels for ocean and air transport. Advancements in technology are accelerating the uptake of electric trucks and delivery vehicles, improving emissions profiles in the US, the EU, and Thailand.

We require our transportation suppliers to calculate GHG emissions for HP shipments using the Global Logistics Emissions Council (GLEC) Framework. This standardized approach ensures accurate reporting with emission factors tailored to transport modes and locations. To further industry progress, we partner with the Smart Freight Centre, the Clean Cargo Working Group, and the US Environmental Protection Agency's (EPA) SmartWay program.

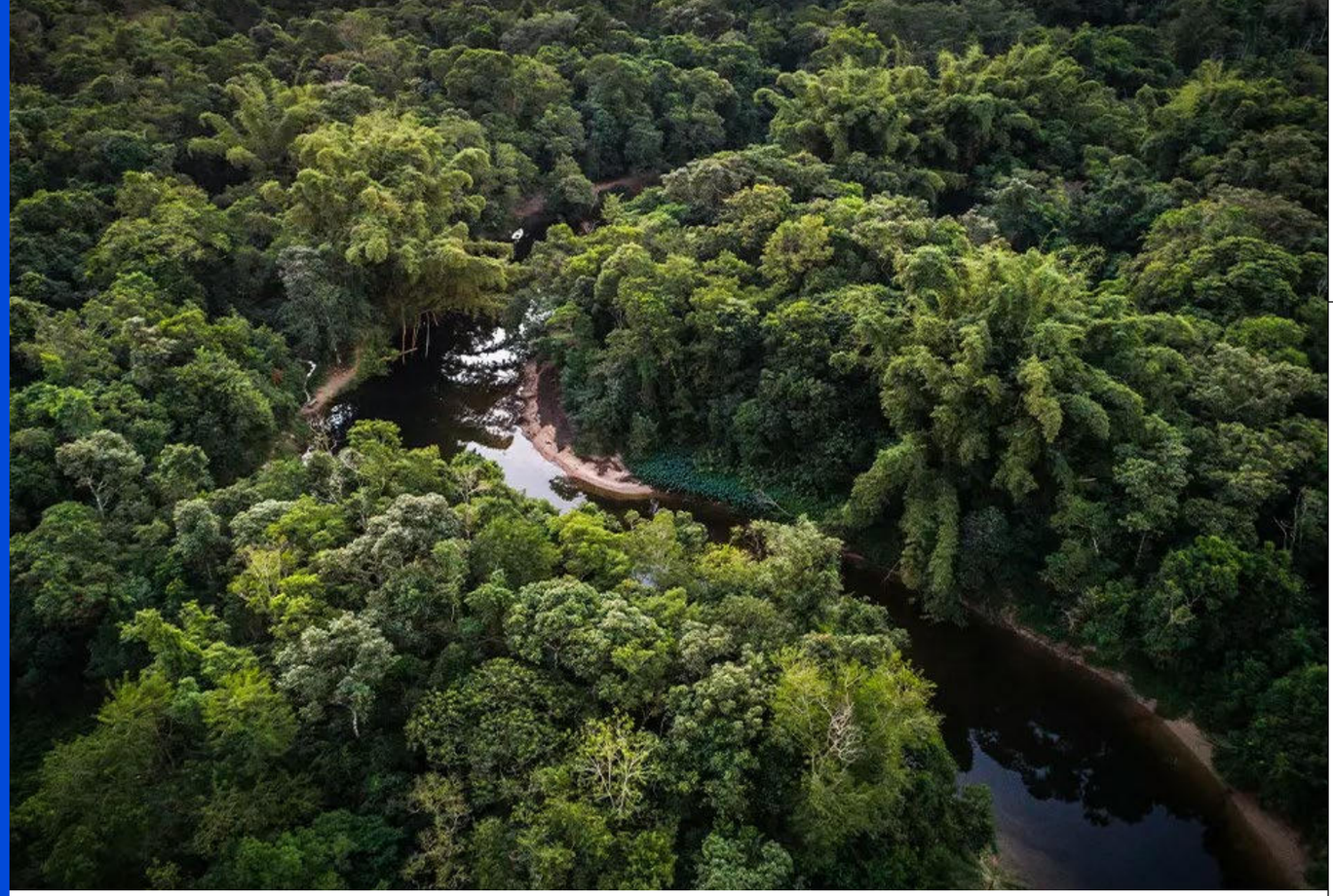
In the US and Canada, we prioritize SmartWay partners for truck shipments to enhance transportation efficiency and reduce emissions. Recognizing our leadership in sustainability, HP is a 10-time recipient of the EPA SmartWay Excellence Award in the Shippers category.

Nonproduction Suppliers

We procure a wide variety of non-production 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 support these suppliers with training programs designed to enhance reporting accuracy and reduce GHG emissions, ensuring alignment with HP's climate goals.

See detail.

Climate Change Risk Management and Strategy



The management of climate-related risks and opportunities is of growing importance to HP and its stakeholders, including governments. As such, HP describes its management of climate-related risks and opportunities via its submissions under relevant law.

Beginning in 2023, HP Inc. UK Ltd. is subject to the UK government's The Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022, which adopts the Task Force on Climate-related Financial Disclosures recommendations as the basis for implementing climate-related financial disclosures across the UK economy.

HP's enterprise-wide statement on the management of climate-related risks and opportunities for 2024 is included in the Non-Financial and Sustainability Information Statement in the Strategic Report for HP Inc. UK Ltd.

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 understanding and managing our water footprint comprehensively—encompassing our direct operations, supply chain, and the water-related emissions linked to product use.

HP was one of the first global IT companies to disclose a complete water footprint, and we calculate, disclose, and work to reduce water use across our business. 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 drive sustainable water use 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.

In 2024, our water footprint equaled 96,078,000 cubic meters, 2% less than in 2023.

See HP's comprehensive water footprint data in Data: water footprint, and learn more about our water-related risks, impacts, and opportunities through our 2024 CDP Water Security response, the most recent dataset available at the time of report publication.

HP Operations

We address our direct impacts by measuring our operational water footprint and focusing on water security.

Water Footprint

HP's operational water footprint[22] comes from our buildings, landscaping, and production of high-purity water for manufacturing purposes.

In 2024, HP withdrew 2,250,000 cubic meters of water in our operations, a 0.7% increase from 2023. Though we made operational efficiency improvements across our facilities, we experienced a major water leak in 2023 at our Penang, Malaysia, facility, which persisted into 2024 and contributed to our increased water consumption.

Water withdrawal intensity per million US dollars of net revenue increased by 1% between 2023 and 2024, due in part to decreased revenue and slight increase in water consumption.

We continue to focus on HP's withdrawal of potable water, which makes up 89% of our overall operational water withdrawal. In 2024, our global operations achieved a 38% reduction in potable water withdrawal compared with 2015. For the third consecutive year, we surpassed our goal of 35% reduction in potable water withdrawal by 2025,[23] focusing on high-risk sites. We maintained progress despite discovering and repairing a significant water leak in Malaysia. To further mitigate risk at the Malaysia site, we added 3,010 cubic meters of water storage, allowing us to continue operations without putting additional burden on municipal water demand during water shortages and shutdowns in the area.

HP's total 2024 operational water consumption[24,25] was 2,250,000 cubic meters, and from all areas identified as high or extremely high risk for water stress[26] was 317,000 cubic meters, a 13% increase over last year.

Water Security

HP focuses on water security to manage our water-related dependencies, impacts, risks, and opportunities across our operations. We reduce water consumption and address pollution and water scarcity in the regions where we operate.

To decrease water use in HP operations, 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 in our annual water risk assessment. We use the World Resources Institute Aqueduct Water Risk Atlas tool to assess the risk of sites and prioritize reductions in water-stressed locations. Using this tool, we assessed 196 HP facilities as part of our risk modeling for 2024. 93 of the facilities assessed (48% of the total) fall within the high or extremely high categories for baseline water stress. Water withdrawn at these facilities made up 14% of our total operational water withdrawal. At the 25 sites where we directly track data (representing 71% of withdrawal volume from high and extremely high risk areas), water withdrawal increased by 34,000 cubic meters, a 17% increase compared with 2023. At the other 68 sites (where water withdrawal data is extrapolated), the annual adjustment to the intensity factor resulted in an increase of 1,500 cubic meters in our estimated withdrawals year-over-year. The increased water withdrawal at our directly tracked sites was primarily a result of additional activities on the landlord's portion of our site in Boise, Idaho, US.

In support of water reduction efforts, HP recycled and reused 247,000 cubic meters of water[27] globally for use in landscaping, indoor plumbing, and as process water. This was the equivalent of approximately 10.9% of total water withdrawal. We also captured and used 2,000 cubic meters of rainwater to use in cooling towers.

HP identifies and tests for priority substances of concern in water discharge based on the EU Water Framework Directive. We monitor the quality of discharge emissions to water at all sites where monitoring is required based on local permit requirements, including our imaging and printing product manufacturing facilities. Water discharge quality at these sites is verified by an independent third party to ensure we meet or exceed all applicable legal requirements, local codes, and regulations, as outlined in the HP 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 undergo 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 2024, HP had no violations for non-compliance with local discharge limits.[28]

Water-Saving Projects

In 2024, we completed several projects to reduce water use, including:

- **Corvallis, Oregon, US**: We completed multiple water projects at our manufacturing site in Corvallis. One notable project replaced the reverse osmosis skids in one of our energy centers, which resulted in a savings of 22,480 cubic meters of water compared with the previous year. Another project modified the piping in the same energy center to allow the cooling tower sand filter to be flushed with recycled blowdown water from the cooling tower, rather than using purified water. Due to a technical malfunction with the meter, we are only able to show 279 cubic meters of water saved this year; however we expect to the annual savings to be around 2,291 cubic meters of water going forward.
- **Barcelona, Spain**: To proactively address severe drought conditions, we implemented a project that replaced traditional sprinklers with a drip irrigation system, and we implemented new landscaping across the campus to feature native plants with lower water consumption requirements. Additionally, we began the installation of a stormwater collection pond that will supply water for the irrigation system. Together, these projects are expected to save 14,799 cubic meters of water per year.
- **Penang, Malaysia:** An unforeseen challenge emerged when a major leak developed in the main underground water pipes at our manufacturing site in Penang. Transforming a setback into an opportunity for innovation, new pipes were installed above ground to ensure immediate visibility of any future leaks. Furthermore, state-of-the-art flow meters were installed to monitor water usage in real time, allowing for proactive management of the water supply system.

Supply Chain

Supply chain water footprint refers to the total volume of water used, directly and indirectly, to produce the goods and services a company relies on. This includes water consumed and wastewater generated during supplier operations, making water footprint a key factor in assessing environmental impact and corporate sustainability.

Water Footprint

HP assesses its supply chain water footprint by considering both first-tier (direct) upstream production supplier water consumption and multi-tier (indirect) supplier water consumption. This comprehensive approach ensures a more accurate representation of the water impact associated with our value chain.

The estimation of our supply chain water footprint is based on an economic input-output (EIO) analysis, utilizing EIO-LCA factors alongside HP's reported net revenue across different business segments. This methodology allows us to estimate water use across various industries linked to our supply chain. Additionally, our direct supplier calculations include the water consumption associated with HP paper, ensuring a holistic view of our direct operational impact.

In 2024, indirect supplier water consumption was estimated at 37,800,000 cubic meters, representing a 3% increase compared to 2023. This water consumption is entirely attributed to the power generation sector.

Meanwhile, direct supplier water consumption in 2024 was estimated at 18,000,000 cubic meters, reflecting a 3% increase from 2023. This category encompasses water use across all other sectors directly supplying HP, highlighting the broader impact of our procurement activities on global water resources.

Supplier Engagement

Effective water resource management is a priority across our value chain, and we actively engage with suppliers to enhance water stewardship and address water-related risks. Our collaborative approach includes foundational requirements, risk assessment, reporting initiatives, and incentivized performance improvements.

HP's Supplier Code of Conduct establishes clear expectations for responsible water management, pollution prevention, resource conservation, and compliance with environmental permits. 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.

Suppliers are encouraged to improve their water reporting and management practices through participation in the CDP Supply Chain Water Security program and RBA Online, where they disclose water withdrawals, discharges, risks, and management strategies. However, as primary supplier data are still maturing, they are not yet integrated into HP's corporate water footprint calculations, which still rely on estimates.

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. 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.

Forests

As a company that believes the future of work delivers growth and fulfillment through technology, we are dedicated to improving our forest ecosystem impacts. Nature-based solutions, such as sustainable land management and forest protection and restoration, can provide 37% of the climate change mitigation needed through 2030 to achieve Paris Agreement targets.[29]

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HP has long-established collaborations with preservation and conservation Non-Governmental Organizations (NGOs) to help us identify, prioritize, implement, and monitor our forest conservation impact. Through collaborations like these, HP is investing in the protection, restoration, and improved management of forests around the world.

In 2024, HP continued our commitments to globally important forests through our work with World Wildlife Fund (WWF), Conservation International, and the The Arbor Day Foundation. We also maintained our commitment to responsibly source fiber for all HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays. To support our goals, we focus on acting across three areas: (1) efficient paper consumption, (2) responsible sourcing, and (3) nature-based solutions.

Efficient Paper Consumption

Addressing HP's impact on forests begins with product R&D and service innovation. Our printers and product software are designed to minimize paper waste, helping customers save automatically.

Examples include:

- 70% of HP's laser portfolio are duplex capable and are defaulted double-sided printing out of the box.[30]
- ~99%[31,32] of HP's laser portfolio have pull-printing features enabled, which requires users to be at the printer for the job to be released, reducing unclaimed print jobs and misprints by an estimated 10-30%.[33]
- Non-HP brand toner cartridges are found to use 42% more paper[34] due to reprinting and inconsistent print quality, compared with Original HP toner cartridges.
- The HP Smart app includes file scanning and sharing, allowing users to digitize records in lieu of printing.

Responsible Paper Sourcing

The vendors that make up HP's supply chain play a critical role in our ability to track and improve our impact on forests. In place since 2008, HP's Sustainable Paper, Packaging, and Wood Policy is a comprehensive set of best practices and requirements for buying, selling, and using paper and wood products across the company. The policy outlines the actions our suppliers must take to do business with HP and sets the paper- and wood-based criteria against which our suppliers are evaluated.

The sustainable forests criteria requires all HP suppliers of paper, paper-based product packaging,[35] and wood used in products[36] to:

- Eliminate the use of wood and paper fiber from unwanted sources, deforested areas and converted natural ecosystems, high conservation value forests, and endangered forests.[37]
- Report the source of wood and fiber paper, including compliance with legal due diligence requirements.
- Rely on international standards and widely recognized forest certifications, with preference given to Forest Stewardship Council (FSC) certification.
- Ensure Indigenous peoples have provided their Free and Prior and Informed Consent (FPIC) for activities on their ancestral lands or lands affecting their livelihoods.
- 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.

Our suppliers are required to provide evidence of their compliance with our Sustainable Paper and Wood Policy and the related requirements in our General Specification for the Environment on an annual basis. Our paper suppliers are also required to provide fiber reports to HP, documenting the quantity of their recycled and certified content. To track compliance, an annual third-party audit is performed on HP's Forest Stewardship Council (FSC) content and our suppliers' conformance to these policies.

HP collaborates with partners to improve our responsible sourcing, including WWF's Forests Forward program and FSC, to continue delivering on HP's continued commitment to source only from responsible fiber sources. Our ongoing goal is to source 100% sustainably sourced fiber for all HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays, with a preference for FSC-certified fiber. Our commitment includes reviewing fiber procurement goals, risk analyses, and implementation plans, as well as engaging HP suppliers to accelerate their own responsible sourcing and nature-based solutions efforts. Through our participation in the Forest Forward program and other collaborations, we are also exploring additional ways to support FSC's efforts to increase certified forest products and increase consumer awareness.

94%

of fiber in HP-brand paper, by weight, was FSC-certified[38] or from controlled sources in 2024.

Nature-Based Solutions

Forests are a source of food, medicine, fuel, and jobs for more than a billion people,[39] and support much of the planet's biodiversity. As climate change impacts on biodiversity continue to increase, the role that business plays in forest protection, management, and restoration must also grow.

For years, HP has partnered with leading preservation and conservation organizations including WWF, Conservation International, and The Arbor Day Foundation on forest-related initiatives. Key projects in 2024 include:

WWF

Partners since 2009, HP is part of WWF's Forests Forward program to make a meaningful and enduring positive impact on forests and the communities that depend on them. As a founding member of the program,[40] HP supports WWF's forest work in four countries, focused on specific landscape investments and responsible sourcing.[41]

Through this partnership, HP has committed to the restoration, protection, and improved management of 228,966 hectares of forest, an area nearly three times the size of New York City, while also supporting WWF's efforts to develop science-based solutions for forests.

Forest Landscape Investments

HP supports WWF China's focus to improve forest management by engaging with forest managers in four provinces across China. WWF is helping them achieve certification through the FSC's certification program, recognized globally as the gold standard for forest certification. Additional goals of the project are to restore habitat for the endangered Asian Elephant and increase awareness about sustainable forest products. Since 2020, HP and WWF have been working towards improving the forest management of 89,000 hectares by 2025. In 2024, the project achieved FSC certification on 61,205 hectares of forests for a total of 123,017 hectares of improved forest management in China. This equates to 138% progress toward our goal.

In Brazil, HP supports multiple restoration, protection, and conservation initiatives, including helping recover natural forests across 1,050 hectares of the Atlantic Forest and protect 52,000 hectares across three national parks in the country's southern Bahia state, which in 2011 was identified by Conservation International as one of the 10 most endangered forests in the world.[42] HP's work in these forests is helping build the capacity of park managers and grow local, sustainable business enterprises. In addition to supporting the protection of these three national parks, HP's partnership with WWF in 2024 led to the transition of 62 hectares of degraded forest to forest-in-recovery through on-the-ground restoration action. This brings the total area of forest our collaboration is helping to restore to 618 hectares in Brazil.

HP also supports WWF's work to restore connectivity and jaguar (*Panthera onca*) habitat among remnant forest patches across the Madre de Dios region of Peru, part of the Amazon rainforest. The goal is to transition 200 hectares of jaguar habitat from disconnected and degraded forest to reconnected areas under restoration by 2025, while improving the forest management of 60,000 hectares and supporting the diversity and sustainability of local livelihoods and job opportunities. The jaguar is identified as a Near Threatened species on the International Union for Conservation of Nature (IUCN) Red List, and the Madre de Dios region of Peru is known for having the highest concentration of bird diversity in the world.[43] In 2024, 85% of the forest restoration goal was achieved, representing 170 hectares. Additionally, 88% of the improved forest management goal was met through activities covering 53,000 hectares of forest, of which 25,000 hectares achieved FSC certification.

565,000

acres of forest helped to conserve in collaboration with World Wildlife Fund (WWF).

In Australia, HP supports the creation of alliances to halt and reverse native forest loss, while maintaining robust forest and agricultural industries across the diverse temperate and tropical ecosystems of Eastern Australia. These forests contain key habitat for many species, including endangered koalas and greater gliders whose populations have steeply declined in the past few decades.[44,45] In Eastern Australia, HP is assisting WWF's projects in two states. In New South Wales (NSW), we are supporting efforts to transition forest practices from unsustainable native logging to sustainable plantation forestry, and in Queensland we are helping develop deforestation-free beef standards.

In 2024, we supported the restoration of 128 hectares of koala habitat, which represents 21% progress towards our on-track goal of restoring 600 hectares by the end of 2025. These areas of Australia were devastated by widespread fires in 2019 and 2020 and were impacted by severe flooding shortly thereafter. WWF's HP-funded work is helping to improve the resiliency of this area, which has become more important with the effects of climate change.

Conservation International

HP and Conservation International (CI) have worked together since 2013. In 2024, we continued our work with CI to support their collaboration with Indigenous peoples to conserve globally important forests and support community development in Indonesia and Brazil. In South Sorong, Indonesia, we partnered to help 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 and have an irreversible impact on climate change. In 2024, HP also supported the establishment and capacity-building of local community enterprises to enable more sustainable livelihoods.

In the Xingu Region of the Brazilian Amazon, HP supported CI's 2024 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, HP supported 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 network of conservation throughout the region to combat deforestation and land degradation.

The Arbor Day Foundation

In addition, HP has an established partnership with The Arbor Day Foundation, a global nonprofit with a mission to inspire people to plant, nurture, and celebrate trees, with a dedicated focus on forests and communities most in need of trees. In 2024, HP collaborated with The Arbor Day Foundation on 10 global projects to plant 31,877 trees. Two of these projects were in the US, including an effort to restore coastal forest habitat throughout the Chesapeake Bay watershed and along the Rappahannock River in Virginia, and a post-fire recovery project in southern Oregon within the Klamath Falls Basin. Other projects occurred in Argentina, Peru, Mexico, Columbia, Madagascar, Germany, Brazil, and Scotland. Since 2020, HP has helped plant over six million trees through 72 projects in partnership with The Arbor Day Foundation.

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Data

Carbon footprint (Scopes 1–3)*			
	2022	2023	2024
GHG emissions from operations (Scope 1 and 2)** (tonnes CO_2e)	151,500	146,400	127,600
Americas	37,700	42,400	38,800
Europe, Middle East, and Africa	37,000	29,900	17,400
Asia Pacific and Japan	76,800	74,100	71,400
GHG emissions intensity (Scope 1 and 2)*** (tonnes CO_2e/US$ million of net revenue)	2.4	2.7	2.4
GHG emissions by scope (tonnes CO_2e)			
Scope 1			
Scope 1 emissions, by region	46,800	52,100	48,400
Americas	37,500	42,100	38,600
Europe, Middle East, and Africa	8,800	9,000	8,700
Asia Pacific and Japan	600	1,000	1,100
Scope 1 emissions, by type			
Natural gas	21,600	25,600	20,900
Americas	19,800	23,600	19,400
Europe, Middle East, and Africa	1,400	1,300	1,000
Asia Pacific and Japan	400	700	600
Diesel/gas/oil/liquefied petroleum gas (LPG)	100	100	400
Americas	100	100	100
Europe, Middle East, and Africa	100	0	0
Asia Pacific and Japan	0	0	300
Transportation fleet†	20,100	20,900	20,600
Americas	13,400	13,800	13,500
Europe, Middle East, and Africa	6,500	6,900	6,800
Asia Pacific and Japan	200	200	200
Refrigerants (hydrofluorocarbons (HFCs))††	1,000	1,100	1,000
Americas	100	300	100
Europe, Middle East, and Africa	900	800	900
Asia Pacific and Japan	0	0	0

Carbon footprint (Scopes 1–3)*			
	2022	2023	2024
Perfluorocarbons (PFCs)	4,200	4,300	5,500
Americas	4,200	4,300	5,500
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	0	0	0
Carbon dioxide (CO_2)	41,500	46,600	41,800
Nitrous oxide (N_2O)	100	100	100
Methane (CH_4)	0	0	100
Scope 2 (market-based method)†††			
Scope 2 emissions, by region	104,700	94,300	79,200
Americas	200	300	200
Europe, Middle East, and Africa	28,200	20,900	8,700
Asia Pacific and Japan	76,300	73,100	70,300
Scope 2 emissions, by type	104,700	94,300	79,200
Purchased electricity for operations	104,000	94,000	78,800
Americas	200	300	200
Europe, Middle East, and Africa	28,200	20,900	8,700
Asia Pacific and Japan	75,600	72,800	69,900
District cooling and heating (purchased) for operations	600	300	400
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	600	300	400
Scope 2 (location-based method)			
Scope 2 emissions, by region	196,300	193,300	185,700
Americas	57,300	63,700	53,400
Europe, Middle East, and Africa	40,600	36,200	37,300
Asia Pacific and Japan	98,300	93,400	95,000
Scope 2 emissions, by type	196,300	193,300	185,700
Purchased electricity for operations	195,600	193,000	185,300

Carbon footprint (Scopes 1–3)*			
	2022	**2023**	**2024**
Americas	57,300	63,700	53,400
Europe, Middle East, and Africa	40,600	36,200	37,300
Asia Pacific and Japan	97,700	93,100	94,600
District cooling and heating (purchased steam) for operations	600	300	400
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	600	300	400
Scope 3^	18,993,000	17,076,000	17,630,000
Materials extraction through manufacturing (category 1; also see Carbon: Supply chain)	12,997,000	11,694,000	12,115,000
Capital goods (category 2)	114,000	29,000	54,000
Upstream energy production (category 3)^^	52,000	53,000	50,000
Transportation (categories 4 and 9; also see Product transportation)^^^	532,000	519,000	577,000
Waste generated in operations (category 5)	De minimis	De minimis	De minimis
Business travel (category 6)‡	15,000	33,000	42,000
Employee commuting (category 7)	88,000	97,000	108,000
Upstream leased assets (category 8)‡‡	De minimis	De minimis	De minimis
Processing of sold products (category 10)	Not relevant	Not relevant	Not relevant
Product energy use (category 11)‡‡‡	4,851,000	4,312,000	4,362,000
Product end of service (category 12)	322,000	310,000	305,000
Buildings leased to others (category 13)	22,000	29,000	17,000
Franchises (category 14)	Not relevant	Not relevant	Not relevant
Investments (category 15)	Not relevant	Not relevant	Not relevant

* 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" (category 1), "Transportation" (categories 4 and 9), "Product use" (category 11), and "Product end of service" (category 12) include CO2, CH4, N2O, HFCs, PFCs, SF6, and NF3, and represented more than 98% of our Scope 3 emissions in 2024. Biogenic emissions are present and captured in the paper emissions factor of HP paper manufactured (category 1).
- "Capital goods" (category 2) includes CO2, CH4, N2O, and HFCs, and represented 0.3% of our Scope 3 emissions in 2024.
- "Upstream energy production" (category 3) and "Business travel" (category 6) include CO2, CH4, and N2O, and represented 0.5% of our Scope 3 emissions in 2024.
- "Employee commuting" (category 7) and "Buildings leased to others" (category 13) include CO2, and represented 0.7% of our Scope 3 emissions in 2024.
- "Waste generated in operations" (category 5) and "Upstream leased assets" (category 8) emissions are less than 0.25% of Scope 3 emissions and reported as "de minimis."
- "Processing of sold products" (category 10), "Franchises" (category 14), and "Investments" (category 15) are not relevant to HP.

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

** Total includes HP's reported values for Scope 1 and 2 market-based method emissions in table.

*** 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 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 US (Palo Alto, San Diego, and San Bernardino, California; Indianapolis, Indiana; Albuquerque, New Mexico; Sandston, Virginia; and Socorro and Houston, Texas).

^ See Methodological Updates.

^^ Scope 2 GHG emissions used to calculate this category were determined using the location-based method.

^^^ 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 currently included in nonproduction supplier emissions (included in Category 1).

‡‡ 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.

Water footprint*
(cubic meters)

	2022	2023	2024
Water consumption in HP supply chain—direct use in operations	19,600,000	17,480,000	18,000,000
Water consumption in HP supply chain associated with the generation of electricity	42,700,000	36,800,000	37,800,000
Water withdrawal in HP operations	2,230,000	2,240,000	2,250,000
Water withdrawal associated with the generation of electricity used in HP operations	2,100,000	2,140,000	1,900,000
Water consumption associated with the generation of electricity used by HP products**	45,280,000	39,820,000	36,100,000

* Methodological updates to improve the accuracy of our carbon footprint calculations also impacted calculations in the water consumption associated with the generation of electricity used by HP products category. Data for 2022 and 2023 are restated. See Carbon Footprint for detail. Additional details on calculations and methodology can be found in the HP Water accounting manual.

Indirect water consumption from inkjet and laserjet printers that HP manufactures for sale and service by other original equipment manufacturers is excluded from our water footprint. Water consumption from the manufacturing of these printers at HP-operated facilities is captured in the direct water consumption data reported in this year's report.

HP operations* (also see Carbon footprint)

	2022	2023	2024
Energy use			
Energy use (MWh)	696,300	729,800	682,400
Energy intensity** (MWh/US$ million of net revenue)	11.1	13.6	12.7
Direct energy use in operations (corresponds to Scope 1 emissions) (MWh)	202,300	230,000	204,400
Natural gas	119,000	141,700	115,500
Americas	109,000	130,300	107,000
Europe, Middle East, and Africa	7,900	7,200	5,200
Asia Pacific and Japan	2,100	4,100	3,200
Renewable (generated on-site)	1,400	2,700	3,200
Diesel/gas/oil/LPG***	400	400	1,700
Transportation fleet—gasoline	46,500	48,000	50,900
Transportation fleet—diesel	25,400	25,900	21,700
Transportation fleet—jet fuel	9,700	11,400	11,500
Indirect energy use (corresponds to Scope 2 emissions) (MWh)	494,100	499,800	478,000
Electricity (purchased)	491,300	498,600	476,300
Americas	194,100	215,300	187,000
Europe, Middle East, and Africa	104,300	96,600	98,100
Asia Pacific and Japan	192,900	186,600	191,200
Voluntary purchases of renewable energy†	269,200	290,600	294,700
Voluntary purchases of no-/low-carbon energy	0	0	0
Supplier-specific renewable energy	0	0	0
District cooling and heating (purchased)	2,800	1,200	1,700
Americas	0	0	0
Europe, Middle East, and Africa	0	0	0
Asia Pacific and Japan	2,800	1,200	1,700
Water			
Water withdrawal, by region (cubic meters)	2,227,000	2,235,000	2,250,000
Americas	944,000	934,000	890,000
Europe, Middle East, and Africa	118,000	114,000	109,000
Asia Pacific and Japan	1,164,000	1,186,000	1,251,000
Water withdrawal, by source†† (cubic meters)	2,227,000	2,235,000	2,250,000
Municipal water	1,945,000	1,999,000	2,002,000
Wastewater from another organization††† (NEWater)	279,000	233,000	247,000
Surface water (rainwater)	2,000	2,000	2,000
Groundwater (well water)	1,000	1,000	0
Reused treated sewage treatment plant water^ (cubic meters)	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Water withdrawal by source from areas with water stress (cubic meters)	238000	281,600	317,000
Municipal water	237000	281,000	317,000
Wastewater from another organization††† (NEWater)	0	0	0
Surface water (rainwater)	0	0	0
Groundwater (well water)	1000	1,000	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)	2225000	2,235,000	2,250,000
Freshwater (</= 1,000mg/L total dissolved solids)	2225000	2,235,000	2,250,000
Other water (>1,000 mg/L total dissolved solids)	0	0	0
Water withdrawal intensity^^ (cubic meters/US$ million of net revenue)	35.4	41.6	42.0
Recycled or reused water^^^ (percentage of total water withdrawal)	12.5%	10.4%	10.9%

* 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.

Δ Data not reported prior to 2022.

† 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.

Supply chain environmental impact*

	2022	2023	2024
Nonproduction supplier GHG Emissions*** (tonnes CO_2e)			
Scope 1 and 2 GHG emissions**	294,000	163,000	Δ
Scope 3 GHG emissions†	114,000	236,000	Δ
Energy use			
Production supplier energy use†† (MWh)	7,200,000	7,900,400	Δ
Production supplier renewable energy use (percentage of total energy use)	28%	30%	Δ
Production suppliers that reported using renewable energy** (percentage of spend)	93%	94%	Δ
Water			
Production supplier water withdrawal for use**, ^ (cubic meters)	39,000,000	33,253,000	Δ
Production suppliers with water-related goals (% of spend)	83%	78%	Δ
Waste			
Production supplier nonhazardous waste generation**, ^^ (tonnes)	160,000	209,400	Δ
Production supplier hazardous waste generation**, ^^ (tonnes)	70,500	50,600	Δ
Production suppliers with waste-related goals (% of spend)	79%	71%	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).

** Variation in these data reflects both changes in actual performance and inconsistency in reporting practices.

*** 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.

† Suppliers may not report all Scope 3 categories. The number of categories reported by suppliers and the completeness of reporting varies. 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. Data not reported prior to 2022.

†† 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. Data collected for 2022 represented 94% of HP production spend.

^ 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. Data collected for 2022 represented 94% of HP production spend.

^^ 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. Data collected for 2022 represented 89% of HP production spend for nonhazardous waste and 79% for hazardous waste.

Operating Responsibly

Integrity is at the heart of HP's culture. HP expects to meet the highest ethical standards and treats others with respect and fairness. 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.

HP is 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.

Ethics

To maintain an ethical workplace, we prioritize policies, training, programs, and channels to report concerns. Conducting business with purpose and integrity is integral to our mission and, in 2025, we were recognized by Ethisphere as one of the World's Most Ethical Companies® for the sixth consecutive year.

Training and Communication

Our employee code of conduct, Integrity at HP, pertains to our 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 2024, this training included content on HP's culture, raising concerns, anti-corruption (with additional content for employees in sales, finance, government relations, partner-facing, and public sector roles), conflicts of interest, accurate business records, ethical use of artificial intelligence (AI), anti-retaliation, and sexual harassment. Managers receive additional content applicable to their role. The 12 members of HP's Board of Directors and our CEO 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 2024, we added Integrity Moments (bite-sized custom videos on various topics for team sharing) to our library.

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 communication. The program was initially piloted at sites in Malaysia, Spain, and Houston, Texas, US; in 2024, it was expanded to Guadalajara, Mexico.

Integrity at HP Training Completion

ONGOING GOAL

Maintain greater than 99% completion rate of annual Integrity at HP training among active HP employees and the Board of Directors.

99.4%

of employees, including senior executives, completed Integrity at HP training, as well as all members of the Board of Directors.[46]

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 Enrique Lores, president and 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 (within Legal)

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.

Items reported to the global Integrity at HP team or other compliance functions*

(percentage of total)

Total number of reported items in 2024: 147

	2023	2024
Labor law**	51%	44%
Misuse of assets***	8%	8%
Inaccurate records	10%	14%
Anti-Corruption****	2%	1%
Fraud	5%	3%
Conflicts of interest	7%	10%
Theft	9%	7%
Competition	1%	1%
Policy escalation	2%	3%
Brand protection/ channel	4%	6%
Procurement	1%	3%
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.

Reporting Concerns

All employees and third parties can ask questions and report ethics concerns via an online form; global, local, 24-hour toll-free phone lines (available internally and externally) with translation; text messaging (in the US); 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.

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 with an access number and password that can be used 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, Controllership, and People organization teams) may also conduct Integrity investigations. Our investigation process monitors employee compliance with Integrity at HP and other relevant policies and continues to evolve with improved resources and technology to promptly respond 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.

Anti-Corruption

Corruption disrupts fair competition and is at odds with HP values. We do not tolerate corrupt practices of any kind, including bribery and kickbacks.

Our Anti-Corruption Policy and compliance program require our employees, partners, and suppliers to follow all applicable national laws and regulations, including the US 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 Consumer Price Index (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 US public sector must also complete additional targeted training on ethical business practices and requirements for conducting business with the US government. We communicate year-round with employees to reinforce our policies, controls, and training.

In 2024, we continued our targeted, risk-based anti-corruption site visits. Employees at facilities in Hungary, Indonesia, Poland, and Saudi Arabia received in-person training from members of the Anti-Corruption team. Sites were selected 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 (HRDD)

Everyone across HP's value chain should be treated with dignity and respect. Our due diligence process[47] is grounded in the UN Guiding Principles (UNGPs) for Business and Human Rights and in the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

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 continual improvement in mind, engaging with internal and external stakeholders every step of the way.

Embedding Responsible Business Conduct

We maintain a strong governance system to embed responsible business conduct throughout the entire organization. We integrate findings into our policies and management systems. We strive to continually improve and expand our systems to manage identified salient human rights risks.

Identifying and Assessing Adverse Impacts

We engage with rights-holders and stakeholders in our operations, supply chains, and business relationships to identify, assess, and prioritize issues across our value chain based on severity and likelihood.

Remediation

We commit to providing access to—and not obstructing—effective remedy for adverse impacts when appropriate.

Ceasing, Preventing, or Mitigating Adverse Impacts

Informed by our ongoing risk and impact assessments, we take steps to cease, mitigate, or prevent adverse impacts on people and communities.

Tracking Implementation and Results

As we track the implementation and results of our program, we ensure that performance against baselines is properly recorded. We aim for continuous improvement, utilizing our supplier monitoring and evaluation program to identify optimization opportunities.

Communicating Commitments

We disclose our due diligence process and salient human rights risks, as well as how we address adverse impacts.

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.

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.

Human Rights Policy

To meet new and upcoming regulatory and external stakeholder expectations, we updated and published our Human Rights Policy in 2024. In the updated policy (available in 25 languages), we reinforce our commitment to embed human rights in our operations and business relationships across our value chain. The policy introduces new commitments in key areas, including human rights and the environment, and expands on existing commitments, including our commitment to provide effective grievance mechanisms and remedy.

The policy prohibits all forms of modern slavery, including child labor, forced and bonded labor, and human trafficking.

We engaged internal and external stakeholders when updating our Human Rights Policy, including multiple internal business functions. Seven external stakeholders reviewed our updated Human Rights Policy, including four NGOs and three international organizations. Of these, four have a global presence, one is regionally based in Southeast Asia, and two are locally based in Mexico and India. The outcome of our engagement strengthened the links between our environmental and human rights strategies and expanded our existing commitments to recognize and advance the rights of human rights defenders (HRDs).

Supplier Code of Conduct

We require that all workers in our supply chain are treated with dignity and respect. All contract suppliers (and their suppliers) must acknowledge and implement our Supplier Code of Conduct (SCoC). The SCoC, aligned with the Responsible Business Alliance (RBA) Code of Conduct, incorporates international labor and human rights principles (including the UN's Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the ILO Fundamental Conventions, the UN Guiding Principles on Business and Human Rights, and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises), outlines that suppliers involved in HP services and production need to uphold workers' rights, and includes measures for monitoring supplier compliance with the SCoC.

Contingent Worker Code of Conduct

HP's Contingent Worker Code of Conduct applies to all non-employees ("contingent workers") performing services for HP at an HP site or an alternate work location—such as a home office, HP customer site, or other designated HP workplace—and all suppliers of contingent workers to HP. It is also applicable to HP personnel managing the contracts and assignment of contingent workers. The Code sets out our expectations for those it applies to, including prohibiting retention of contingent worker passports and personal documentation, ensuring contingent workers' ability to resign at any time, and requiring the elimination of worker-paid recruitment fees.

Supply Chain Foreign Migrant Worker Standard

Foreign migrant workers are vulnerable to exploitative labor practices and forced labor. Our Supply Chain Foreign Migrant Worker Standard addresses these risks in our supply chain by promoting direct employment of foreign migrant workers by suppliers, requiring due diligence on recruitment agents and sub-agents when direct employment is not feasible, prohibiting retention of worker passports and personal documentation, and requiring the elimination of worker-paid recruitment fees.

Additional Policies

Specialized policies and practices support our human rights commitments—including the HP Partner Code of Conduct—and those addressing responsible minerals sourcing, human resources, privacy and data protection, accessibility, and social and environmental responsibility.

We comply with applicable local laws and regulations. In situations where our human rights commitments go further than local laws, we are committed to following the higher standard. When laws are silent or run contrary to our human rights principles, we comply with the law while working to develop robust and creative solutions to honor human rights principles.

Governance and Accountability

HP's commitments to governance, accountability, and respecting human rights are embedded across all levels of the company, 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 our Nominating, Governance and Social Responsibility Committee (NGSRC).

Human Rights Council

HP's internal, cross-functional Human Rights Council guides day-to-day human rights priorities across our organization and meets twice each year to review progress. The Council consists of executives across the business, representing functions such as human resources; inclusion and belonging; trust and privacy; global indirect procurement; supply chain operations; Sustainable Impact; government affairs and public policy; legal; corporate affairs; investor relations; and environment, health, and safety (EHS).

The Council reviews our ongoing human rights assessments to inform plans for the continual improvement of our human rights strategy, and it also promotes the alignment, integration, and implementation of our Human Rights Policy and related programs and initiatives across HP. During 2024, the Council reviewed and approved HP's updated Human Rights Policy, discussed macro-environment trends related to human rights, examined the risks and opportunities of AI in human rights, and evaluated compliance readiness action plans in response to upcoming regulations, among other topics.

Nominating, Governance and Social Responsibility Committee

The NGSRC of the HP Board of Directors oversees our significant strategies, policies, positions, and goals 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, many of which are informed by internal and external human rights experts as well as the perspectives and experiences of affected stakeholders.

In 2024, the NGSRC was updated on HP's human rights–related sustainability strategy, conflict minerals disclosure, regulatory requirements, and HP actions in partnership with leading initiatives to mitigate and prevent identified risks as part of our approach to HRDD. The NGSRC also reviewed and approved HP's updated Human Rights Policy.

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 is responsible for implementing our commitment to respect human rights in our operations across the HP value chain and maintains responsibility across three primary functions: ongoing due diligence, supplier monitoring, and reporting. When conducting our HRDD, the team develops programs, processes, and tools to ensure that suppliers adhere to HP's Supplier Code of Conduct and embed respect for human rights across the business. Team members also provide support, guidance, and resources to internal partners—such as procurement, human resources, and other internal stakeholders—and lead our external stakeholder engagement with partnering organizations and individuals.

In 2024, the team's work focused on anticipating and managing increasing regulatory expectations for human rights. This work included addressing topics such as ensuring adequate wages, health, and safety standards; preventing and addressing risks of modern slavery; and delivering training and skill development to safeguard working conditions for individuals across the value chain.

Stakeholder Engagement

Our commitment to stakeholder engagement helps ensure that our human rights practices are robust, transparent, and responsive to the needs of rights-holders affected by our operations and supply chain. By grounding our approach in open dialogue and continuous feedback, we strive to make meaningful contributions toward advancing human rights across our business and industry through continuous improvement. Internal and external stakeholders inform every step of our HRDD approach. Due to the global and diverse nature of HP's operations and value chain, engagement with stakeholders is both direct and indirect.

- **Identifying and Assessing Risks:** Stakeholders inform our risk identification of human rights concerns and emerging issues. Regular, proactive consultations with industry associations, employees, suppliers, consultants, and NGOs allow us to anticipate risks, particularly within vulnerable areas of our supply chain as well as broader industry risks. For example, industry associations have been essential to identifying regions with higher risks of forced labor or gender discrimination through their worker and supplier interviews and surveys. This step has enabled us to focus preventive efforts where they are most needed. Learn more.
- **Ceasing, Preventing, and Mitigating Risks:** Once risks are identified, we collaborate with stakeholders to develop targeted mitigation strategies and to assess the effectiveness of those strategies. We design and refine our program to better address priority issues and, where possible, to implement collaborative industry solutions for greater impact. In 2024, consultations with suppliers and industry partners led us to enhance training programs on modern slavery throughout our supply chain. Learn more.
- **Remediation and Access to Remedy:** Ensuring that affected individuals have access to remedy is a cornerstone of our human rights commitment. In partnership with civil society organizations, we continue to develop processes that facilitate safe and transparent resolution of any rights-related concerns raised by workers, suppliers, and community members. We engage directly with rights-holders to understand what concerns they have, and we create feedback loops within the supply chain to inform them of activities arising from their feedback. Learn more.
- **Tracking and Communicating Progress:** Stakeholder input is vital for tracking the effectiveness of our human rights initiatives. Updates and outcomes are shared across the HP network—including suppliers, customers, investors, and the public—ensuring that stakeholders are informed on progress and can provide feedback to drive continuous improvement. HP tailors language and terminology appropriately so that information aligns with each audience's needs, motivations, and concerns. The Global Responsible Sourcing team is multilingual (English, Mandarin, Cantonese, Malay, and Spanish, among others), allowing accessible and constructive engagement with new and complex concepts in different regions to be more easily and effectively communicated. This skill set is essential for meaningful engagement that builds trust, enhancing both connection and comprehension. Learn more.

Engagement with internal and external stakeholders informs every step of our HRDD approach. Some of the engagement we carried out in 2024 includes:

HP Workforce

Employee feedback: Hearing from our employees is a critical component of our human rights commitments. See Employee Engagement.

Reporting concerns: All employees and third parties are able to ask questions and report ethics concerns via an online form. See Reporting Concerns.

Training: Globally, HP-supplier facing employees receive training on capacity building and awareness raising of risks, as well as HP's human rights expectations and how they can be better communicated to suppliers. See Capability Building and Training.

Global Responsible Sourcing team training: Team members on the Global Responsible Sourcing team receive trainings and proactive learnings from membership work groups and attend membership working groups and international forums including:

- 6-week training program on Business and Human Rights. During the cross-regional workshops, the team was updated on regulatory requirements, and insights of effective HRDD frameworks, reporting mechanisms, and effective remediation strategies were shared and discussed.
- The Mekong Club on modern slavery risks in Asia.
- BSR working group seminars and BSR Human Rights Working Group Asia-Pacific (APAC) sessions in Singapore.
- The OECD Responsible Minerals Forum 2024 in France.
- The Institute for Human Rights and Business Responsible Recruitment Forum in the UK.
- In person and virtual Responsible Business Alliance (RBA) and Responsible Minerals Initiative (RMI) forums, working groups, and educational seminars in Malaysia.
- Asia ESG Forum 2024 in Singapore.

Workers in the Value Chain

Targeted and priority training and capability building: We work to provide training opportunities to workers and management in manufacturing, customer support, and other nonproduction suppliers. See Capability Building and Training.

Direct worker voice: Direct worker voice is heard via the MillionMakers program, the Worker Well-Being Survey, and our grievance mechanisms. Also, during every audit, private worker interviews are conducted at each site. The number of interviews performed during an audit will be dependent on the number of workers per site.

Collaborative industry initiatives and memberships: We engage with workers in the value chain through the RMI, RBA, during audits, via trainings, and through our grievance mechanisms. Most of our top US long-haul carriers are members of Truckers Against Trafficking (TAT) and we encourage all carriers to complete TAT training. We also engage through our relationships with NGOs, which support us in better understanding local or industry specific contexts such as First Mile, a program of WORK in Haiti.

Supplier Summit: HP organizes an annual Supplier Summit, which was attended by over 250 supplier representatives in 2024. During the event, HP's chief sustainability officer delivered a presentation on supply chain responsibility, highlighting the evolving regulatory expectations and their key changes, like the importance of due diligence in relation to the environment and human rights.

Communities

Minerals: HP supports the Initiative for Responsible Mining Assurance (IRMA), European Partnership for Responsible Minerals (EPRM), and Alliance for Responsible Mining, three organizations with complementary approaches to encouraging responsible mineral sourcing. These organizations engage with affected communities by setting standards and supporting responsible sourcing practices that prioritize social and environmental wellbeing (e.g., IRMA requires that affected communities are consulted, and encourages them to participate in the independent audits that transparently grade mines against the IRMA best practice mining standard). Learn more about the responsible minerals program.

Circularity: HP works closely with, and is a brand partner of, the Responsible Sourcing Initiative and First Mile, a program of WORK. These expert and specialist organizations (together with their partners) engage affected communities by creating pathways to safer, ethically managed supply chains, particularly in high-risk regions. Learn more about our mitigation efforts in Recycling and End of Life.

Human Rights Defenders: HP's human rights defenders series supports several organizations including the Global Fund for Women, Child Rights Connect, and Asia Indigenous Peoples Pact. These organizations engage affected communities by supporting grassroots initiatives and advocating for the rights of groups that face multiple forms of discrimination or challenges, such as women, children, and Indigenous communities. Learn more about our work to support human rights defenders.

We collaborate, partner, and engage with many industry bodies, memberships, and other organizations. Engagement with partners includes receiving insights and advice, as well as advancing collaborative action on focus areas such as equity, supply chain sustainability, responsible technology, and climate justice. Here are some of our most active partners and collaborations in 2024.

AIPP

UNDP

Bn

BSR

child rights connect

GREEN AMERICA CLEAN ELECTRONICS PRODUCTION NETWORK

Cultural Survival

GLOBAL FUND FOR WOMEN

Impactt

IRMA Member

Leadership Group for Responsible Recruitment

LRQA

MEKONG CLUB

ARTICLE ONE

nextwave

raks thai

Responsible Business Alliance

Responsible Sourcing Initiative

RESPONSIBLE MINERALS INITIATIVE

SKILLS GROUP

TAT

THE REMEDY PROJECT

Identifying and Assessing Adverse Impacts

We identify and assess human rights issues in our supply chain, operations, and business relationships. The Responsible Sourcing team uses a multifaceted approach, carried out throughout the year, to identify potential risks in HP's value chain.

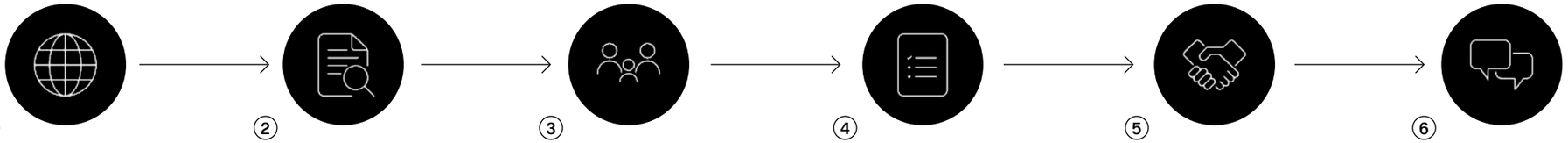
- **Human Rights Risk Assessments (HRRAs):** To gain an overview of potential issues across the entire company, we conduct HRRAs to identify and analyze the risks of our potential and actual adverse human rights impacts at a global level. This process identifies our salient human rights issues, prioritizes our risks, and assists us in shaping our mitigation efforts. See Human Rights Risk Assessment.
- **Human Rights Impact Assessments (HRIAs):** HP conducts HRIAs to build upon HRRA findings where more in-depth HRDD measures are appropriate, or where we want a more detailed understanding of a particular geographic location or supplier. These assessments are conducted in collaboration with independent human rights experts and include direct engagement with stakeholders, including workers in our supply chain for rights-holders' perspectives. See Human Rights Impact Assessments.
- **Supplier Audits and Assessments**: Our supplier audits measure conformance with all provisions of the HP Supplier Code of Conduct in the areas of labor, EHS, ethics, and management systems. See Supplier Audits and Assessments.
- **Additional Programs and Activities**: We identify human rights risks through our Supplier Scorecard, Corrective Action Plans, Grievance Mechanisms, and Stakeholder Engagement. Additionally, we use different tools and activities to identify human rights risks. See Additional Programs and Activities.

Human Rights Risk Assessments

HP conducts regular HRRAs 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. Conducted in partnership with external human rights experts, our current HRRA identified our salient human rights risks across our value chain and included a mapping and weighting of human rights risks in our value chain, a prioritized list of recommendations to advance long-term program initiatives and strategy, and a governance analysis.

We were encouraged by the HRRA's findings that reinforce our strengths, such as our robust supply chain responsibility program. We also welcomed the opportunities highlighted for improvement, such as enhancing our governance processes and more fully incorporating HRDD throughout our business.

Human Rights Risk Assessment Process



1 Structure and Immersion

Understand the commercial and technical elements of HP's value chain: number and type of suppliers, site locations, production and sourcing processes, and the scope of HP operations.

2 Preliminary Assessment

Conduct in-depth, country-specific research and interviews with external stakeholders to provide a preliminary map of salient risks to stakeholders in each country, based on the nature of HP and supplier operations.

3 Stakeholder Engagement

Assess policy and procedure documents and interview workers in focus groups and management, including local, regional, and international civil society representatives; union representatives; and international organizations, including nonprofits.

4 Findings and Recommendations

Identify potential human rights impacts of HP's operations and business relationships. Establish recommendations for improvement based on existing protocols.

5 Analysis and Improvement Plan

Analyze findings, implement recommendations, and evaluate effectiveness.

6 Communicate Our Performance

Communicate our performance in our Sustainable Impact Report and other human rights-related disclosures.

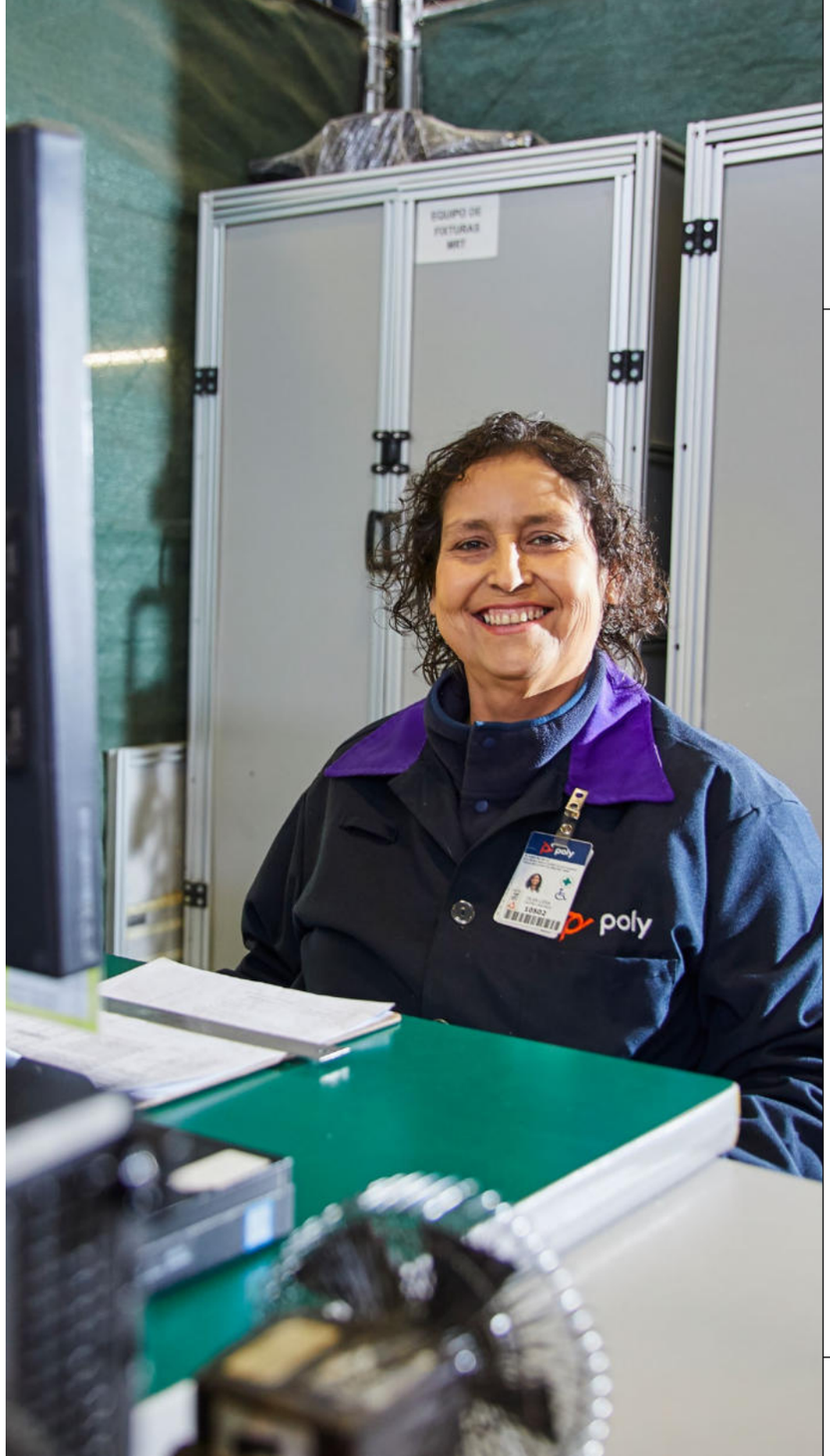
Human Rights Impact Assessments

Human Rights Impact Assessments (HRIAs) are specialized, in-depth forms of HRDD that aim to identify actual and potential human rights impacts on workers and communities in a defined geographic area. They are an invaluable tool to understand the lived experience of vulnerable stakeholders and the ways to improve HRDD based on the perspectives of rights-holders.

In 2024, we conducted one HRIA for HP's suppliers and sub-tier in Thailand, plus started another in Mexico. These locations and suppliers were selected to obtain a more comprehensive view of human rights risks across different parts of HP's value chain, including in high-risk, advanced supplier operations. Conducted over the course of several months, the HRIAs involved immersion in HP's operations and value chain to understand the production processes and oversight structure. This step was followed by a preliminary risk analysis that mapped the most salient human rights risks by country and sector based on desk research and expert engagement.

We conduct extensive stakeholder engagement during every HRIA, with advisors conducting site visits to multiple supplier sites in each country. For the HRIA in Thailand, external advisors visited five supplier sites, interviewing both key management personnel and approximately 70 factory workers on site. The advisors also conducted an expert stakeholder engagement process, including interviews with local and international civil society organizations about key challenges to human rights in the country.

When safely possible, the advisors engage with human rights defenders. Human rights defenders have unique insights and perspectives on the potential human rights impacts and opportunities of business activities by working directly with communities that are most likely to be affected by business operations. Lastly, the experts engage with HP and supplier management, and they review existing risk management protocols to develop practical recommendations tailored to address the most salient human rights risks.



Supplier Audits and Assessments

HP uses audits and specialized assessments to help us review supplier performance and identify where corrective action is needed. We prioritize supplier audits and assessments according to risk levels. Our approach includes engaging with a range of different entities, using audit standards and procedures to assess performance, to complete corrective action as applicable, and to integrate learnings into our capability-building and prevention programs.

Audits

We conduct both announced and unannounced audits of our manufacturing suppliers against our Supplier Code of Conduct (SCoC). The scope of on-site audits depends on the nature of the work performed by the entity and the nature of prioritized risks. The objective of an unannounced audit is to visit preemptively in order to assess, identify, and mitigate potential risks without prior notice. These audits are a useful tool to help ensure a more comprehensive understanding of day-to-day management at our suppliers, and they may also be used to investigate allegations.

For non-manufacturing suppliers, we may conduct audits only covering those portions of the SCoC that are relevant for the operation. For example, suppliers that provide labor or services in an office environment would be evaluated for the labor and ethics portions of the SCoC.

HP and the Responsible Business Alliance

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. We implement the RBA Code of Conduct within our operations and our supply chains, and the RBA Code of Conduct is the basis for our Supplier Code of Conduct, which is how we communicate our human rights requirements to those we contract.

We leverage the RBA Validated Assessment Program (VAP) and audit protocol for all audits we conduct involving the SCoC. Audits are conducted by RBA-certified auditors, contracted qualified auditing firms, or HP auditors. This standardized protocol ensures that the process for conducting audits, interpreting findings, rating results, and instigating corrective actions is both consistent and comparable.

For example, the audit protocol requires the auditor to conduct a management system (policies and procedures) review to assess how the entity manages its operation. The auditor then examines records and data, capturing information and evidence that enable the implementation of policies and procedures to be assessed. Finally, the auditor conducts interviews with workers and supervisors to assess the rights-holders' perspectives and experiences working in the facility. This worker feedback is examined to help identify issues that may need improvement. Through this systematic assessment against the SCoC, findings are determined by triangulating the information learned from each part of the assessment. A closing meeting is held by the auditors with the entity's management team to brief them on a summary of the audit findings. A detailed audit report is prepared, which summarizes the actual findings and gaps with the SCoC. The supplier provides a detailed corrective action plan addressing all identified nonconformances, and HP works with the entity's management to address the issues identified and confirms remedy with the employees in a closure audit. Read more on Corrective Action Plans.

As part of conducting due diligence and engagement with our partners, suppliers, and employees, we look to identify recurring issues, gaps, or challenges in performance that need to be systematically addressed. Integrating this knowledge into our communications, training, and capability building helps to better prevent and mitigate risks. Through our collaborations with the RBA and others, we work to build industry tools, standards, and training to support continuous improvement.

Assessments

Alongside our audit program, we use assessments to identify and manage human rights risks effectively and efficiently. The following assessments are an essential part of our HRDD:

- **Self-Assessment Questionnaires (SAQs):** We leverage RBA's SAQs to drive suppliers to conduct self-assessments. The responding entity is required to complete a questionnaire that is based on our SCoC. The SAQ can include from 100 to more than 400 questions that cover the entity's site characteristics and practices related to labor, health and safety, environment, business ethics, and their management system. Information obtained from the SAQ further helps HP assess risk and can determine the prioritization for an on-site audit and specialized assessment. During 2024, 337 production suppliers completed SAQs.
- **Desk Assessments:** Desk assessments are the basis for risk sensing to inform further levels of engagement. These assessments consider the type of service or activity we engage in, the country, the level of spend associated with the engagement, modern slavery indicators, and information we have about the entity itself.
- **Specialized Assessments:** We conduct targeted supplier specialized assessments to supplement our comprehensive audits, focusing on specific risk areas including vulnerable workers (e.g., student, dispatch, and foreign migrant workers) and health and safety (e.g., fire safety and emergency preparedness).
- **Fire Safety Assessments**: These assessments focus 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, these simplified assessments for new suppliers or supplier sites help identify potential risks for what HP considers the key areas of the SCoC. The initial assessment helps prevent overwhelm for 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**: These deep-dive assessments focus on student and foreign migrant workers, who are vulnerable worker groups in the supply chain, and pinpoints potential risks during the recruitment, employment, and repatriation of workers.
- **Key Performance Indicator (KPI) Validation Assessments**: These assessments 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**: These assessments are a subset of a full RBA audit that focuses on what HP considers to be high-priority risks, such as freely chosen employment, occupational safety, and hazardous substances.

Additional Programs and Activities

To support identification of human rights risks, HP carried out additional specific activities in 2024:

Enterprise Risk Management

HP operates a comprehensive and robust Enterprise Risk Management program, involving a thorough process of identifying and managing critical enterprise risks by surveying and interviewing senior leaders. The program incorporates best practice analysis and external expertise, which adds a layer of rigor and credibility to the risk assessment process. Sustainability and human rights questions are part of the risk assessment and are analyzed in our program, as they align with broader corporate responsibility goals.

Risk Assessment Platform: Suppliers' Risk Analysis

We utilize a risk-based approach to our HRDD and analyze our suppliers using a data-driven supply chain environmental and societal due diligence platform. This Risk Assessment Platform helps us to identify new and emerging supply chain risks by geography (both region and country); sector; product; and topics such as labor (including forced and child labor, wages and working hours, and discrimination), health and safety, environment, business ethics, and management systems.

To identify, analyze, and predict the risks, the program uses machine learning combined with on-site data generated from multiple sources, including worker viewpoints collected through grievance mechanisms and worker surveys, audits, NGOs, international organizations, and data collected from vendors and sites. Data analytics are utilized to create predictive models to assess the likelihood of risks such as unauthorized subcontracting, human trafficking, and labor unrest. The program helps us design and implement due diligence solutions that are risk-based, strategic, and tailored to the unique context, ambitions, and supply chain characteristics of HP.

The Responsible Sourcing team uses the platform in conjunction with risk and impact assessments and other programs to identify human rights risks, including the following risk factors:

- **Procurement Categories:** Higher risk procurement categories are determined by the type of activity carried out by the supplier and the association with the HP brand. High-risk categories include manufacturing and assembly of parts/components, call centers, warranty/break fix, reuse/recycling, and branded merchandise.
- **Supplier-Specific Factors:** Supplier-specific risk factors include workforce composition, past performance, nature of business relationship with HP, and volume of business. Insight from previous audits, press articles, incidents, or accidents may also affect our assessment of supplier risk.
- **External Stakeholder Reports:** NGO and other external stakeholder reports highlight risks, and HP determines actions as required.

According to this tool and other human rights programs, activities, and risk factors, potential risk locations in our supply chain include Malaysia, China, Thailand, Vietnam, Singapore, Mexico, and India. China and Malaysia have also been mentioned as high-risk countries involved in the electronics sector in the 2024 List of Goods Produced by Child Labor and Forced Labor by the US Department of Labor.

New Supplier Initial Risk Assessment Process

In 2024, to improve our responsible procurement practices, HP introduced a new Initial Risk Assessment Process, designed to identify and mitigate any actual or potential social impact associated with a new supplier or site. The assessment takes place when onboarding a new manufacturing supplier who has no prior engagement with HP or an existing manufacturing supplier undergoing significant operational changes, such as new facilities or site locations and/or manufacturing suppliers inherited through a business acquisition.

Suppliers are required to complete a risk assessment form providing human rights information about their operations and supply chain. If a supplier does not meet HP's human rights requirements, they are required to improve the gaps prior to HP onboarding. This process ensures early detection and risk mitigation before suppliers enter our supply chain.

Salient Human Rights Risks

Once HP's human rights risks are assessed, we prioritize efforts by focusing on our salient human rights issues across our global footprint—those vulnerable to the most severe negative impact to rights-holders through our activities and business relationships. This human rights due diligence comprehends the severity and likelihood of potential and actual adverse impacts on stakeholders, whether direct or indirect.

Risk identification, assessments, programs, and activities are regularly updated with new information throughout the year to adapt priorities and to continually improve our HRDD program. Throughout the process, we concentrate on the risks to people over those faced by the company.

In 2024, through our most recent human rights risk assessments, impact assessments, risk identification, and stakeholder engagement and analysis process, we identified HP's salient human rights risks—those warranting heightened due diligence—including:

- 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 non-manufacturing 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 and a lack of legal protections and/or enforcement of protections for migrant 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 waste collection. In these instances, we align our practices with the 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.
- Disproportionate use of force by security workers related to workers rights.
  - All security personnel on HP manufacturing sites complete Supplier Code of Conduct training. Learn more in Capability Building and Training.
- Discrimination.
  - Learn more about HP's Supplier Inclusion Program, aimed at promoting inclusion in our supply chain. A more diverse supplier base is rooted in our core values and is crucial for driving innovation, supply chain resilience, and supporting local communities.
- 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

We implement measures to cease, prevent, and mitigate actual and potential adverse impacts on human rights, and we support suppliers in doing the same.

Our approach to ceasing, preventing, and mitigating actual and potential adverse human rights impacts includes several components outlined in the following sections.

Supplier Scorecard

Our Supplier Scorecard sets expectations, incentivizes, and drives improved performance through consistent, comprehensive, and actionable feedback. This tool provides suppliers with scores that encompass audit performance, supply chain due diligence, capability building programs, conflict minerals management and environmental management, transparency, goal setting, and performance. 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.

Suppliers that have exceptional performance in these areas can realize a benefit in their commercial relationship with HP. Scorecards are discussed as part of regular business performance evaluations throughout the year. Revised periodically to reflect HP's increasing expectations and emerging regulations, the Scorecard process encourages continuous supplier improvement. HP leaders within our supply chain operations team are briefed on suppliers' Scorecard results. In 2024, the program was expanded, increasing the number of supplier sites by more than 150% compared with the previous year. Scorecards applied to suppliers representing 66% of our production spend.

Corrective Action Plans

Corrective Action Plans (CAPs) are a key element of the Responsible Business Alliance (RBA) and HP's own assurance process, which evaluates our suppliers' adherence to responsible business practices, including human rights and EHS standards. Where risks are identified during audits or assessments, we work with suppliers to address findings and enact risk-mitigation plans. The supplier is required to provide a detailed CAP 30 days after the receipt of the audit report (except immediate priority findings, which are addressed expeditiously), including the identification of root cause, the immediate containment actions, and the planned actions of 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 regularly supports the suppliers in this process by reviewing their CAPs, providing suggestions to improve the impact of their action plans, following up on progress, and, once completed, requesting a closure audit to validate and confirm that the issue has been resolved. 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[48] are the most serious type of direct supplier nonconformance and require immediate action. In 2024, 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. Out of the three immediate priorities identified, 100% have a corrective action plan completed.

In 2024, audited suppliers show no major non-conformance related to child labor risks, continuing this trend over four years. In addition to our review of our audit data, our Labor KPI Program indicates 100% conformance to our expectations. We attribute these results to our robust capability-building program, which involves training suppliers on our expectations regarding human rights and child labor.

Worker Agency, Well-Being, and Voice

When workers are aware of their rights and the procedures that safeguard their physical and mental health in the workplace, we can prevent harm and mitigate risks. In 2024, we continued to expand communication channels to gather worker feedback. We conducted Worker Well-Being Surveys and interviews during audits, and we collected data from grievance mechanisms to inform our human rights program.

Our Worker Well-Being Surveys help to inform our understanding of workers in our supply chain and improve our collaborations with suppliers to deliver better working environments. The survey focuses on four primary areas: (1) career progression and worker motivation, (2) worker mental and physical health, (3) general engagement levels, such as worker satisfaction, and (4) respect and communication. In 2024, the survey was conducted at three sites in Singapore, Malaysia, and China, reaching approximately 550 workers.

Suppliers in Singapore and Malaysia employ a considerable proportion of migrant workers within their workforce. Consequently, data has been disaggregated by nationality to identify specific needs, enabling local human resources teams to better understand the support, motivation, and well-being initiatives required to ensure that workers feel secure and comfortable in their workplace. A common concern of migrant workers in these countries was job security and outlook regarding career progression. As a result, HP recommended that onsite management provide more clarity in job progression or opportunities to improve workers' underlying concerns and motivate for future opportunities.

Areas of improvement for the sites related to gaps in communication regarding both anti-harassment policies and performance appraisal process.

Recommendations shared by HP to the sites included a refresh on anti-harassment training, communication on updates to the performance review process, and creating a skill matrix system to help improve workers' awareness on these topics and the confidence to exercise agency.

Based on supplier feedback, we implemented changes to training formats. In 2024, feedback addressed included changing trainings from online or mobile application to offline trainings. Though mobile application provides the ease of learning anytime and anywhere, it is difficult for factories to track individual completion of trainings. Suppliers asked for offline formats to allow greater control and flexibility through classroom and conference learning paired with lesson reviews, peer learnings, and lesson modularity.

Worker Empowerment

2030 GOAL

Reach one million workers through the worker empowerment programs by 2030, since the beginning of 2015.

609K

workers reached through 2024.

Capability Building and Training

HP is building upon our existing human rights compliance model through deeper engagement and partnership with our suppliers and their workers. This engagement involves further incorporating suppliers and their workers into our systems, and continuing to drive dignity and respect for every individual across our value chain. To support mitigation, cessation, and prevention of human rights risks, we prioritize developing environments that support worker well-being, elevate workers' voices, and promote workers' agency.

Our mitigation efforts involve ensuring that workers are aware of their human rights, as well as developing work and life skills that enable them to pursue wider career options while improving their quality of life. This approach is intended to mitigate and prevent potential risks from being realized and to empower workers with the confidence to know how and where to exercise their rights.

It is essential that our suppliers understand and uphold HP's human rights expectations and commitments, and that they cascade these high standards to their own suppliers. Preventing human rights abuses requires clear communication and shared responsibility, ensuring that our standards are consistently applied throughout our supply chain. This approach may also result in reduced turnover rates, as well as improved communication for suppliers, further preventing potential risks.

Training HP Employees on Human Rights

In 2024, 99.4% of employees (including senior executives) completed annual Integrity at HP training, which includes human rights-related content such as anti-harassment, non-discrimination, and anti-corruption. An internal website provides human rights-related materials and resources for HP's sales organization, and we maintain an awareness video detailing human rights and why they matter.

In 2024, HP deployed a training on a monthly cadence to inform procurement teams—which work closely with vendors and suppliers—about the latest human rights laws and regulations, as well as how procurement can help ensure responsible procurement through initiatives launched from the Global Human Rights team. Feedback from these monthly sessions shows that participants feel more confident on human rights topics and the HP human rights requirements for suppliers.

Training Value Chain Partners on Human Rights

Our commitment to training is not limited to our own employees. We provide training opportunities to workers and management in manufacturing, customer support, and other nonproduction suppliers. In collaboration with NGO partners and other external organizations, we provide training designed to help suppliers continually improve their sustainability commitments, including worker rights and EHS awareness.

During 2024, we conducted several capability-building, awareness, and training programs for over 122,500 workers in the value chain, including:

- **Human Rights 101 Training & Your Rights to Safe & Fair Working Conditions:** We offered a worker rights training to suppliers, primarily focusing on sites in high-risk regions. This training, reaching approximately 63,500 workers, introduced the concepts of workplace rights such as fair working conditions, safety, and the right to have a voice. Each of the topics further elaborated on the basic rights of workers according to HP's Supplier Code of Conduct, including exercising their rights using various available channels at supplier sites, HP's grievance mechanism channels, and independent external feedback mechanisms to seek help.
- **Supplier Code of Conduct:** We delivered training to supply chain and global infrastructure partners, reaching 18,900 workers. The training is designed to ensure that workers understand their rights and manage their responsibilities to respect human rights, including identifying the necessary management systems that should be in place. Additionally, if a supplier's work makes them more prone to experience certain risks, we assign them specific modules that address the RBA Code of Conduct in order to increase their awareness of the specific risk. For instance, suppliers that are more prone to health and safety risks are assigned the RBA Health & Safety Training module to improve their health and safety practices.
- **Responsible Minerals:** We held two virtual training sessions on responsible minerals, one in English and the other in Chinese, attended by more than 210 participants, including supplier representatives and members of the HP Supplier Management team.
- **Responsible Recruitment:** We developed a worker-centric training on responsible recruitment that helps workers identify their classification (e.g., foreign migrant worker, dispatched worker, or student worker) and associated risks. The intended outcome of this training is to educate these individuals to better protect themselves and exercise their rights, including freely chosen employment, prohibition of recruitment fees, and confidential complaints. This training was delivered to 37,200 value chain workers (including sub-tier suppliers) and offered information about HP's grievance mechanism channels.

Improving Supply Chains Through Industry Collaboration

Because HP has a global supply chain, we work with industry groups and collaborate with peer companies to provide training on topics that impact many organizations. Collaboration helps ensure that universal standards for expectations are being communicated, and it reduces supplier fatigue by not undertaking repetitive courses required by multiple customers. Together, we can create greater impact and improvement in mitigating human rights risks on a wider scale.

Some of the collaborative training efforts we engaged in during 2024 include:

- **Process Chemicals:** We are committed to taking collective action to protect workers in our global supply chain from exposure to hazardous process chemicals as one of the three initial Founding Signatories of Clean Electronics Production Network's (CEPN) Toward Zero Exposure program, which was developed with sustainability and social responsibility leaders. Through the program, electronics brands and suppliers commit to aligned, structured, long-term practices that will protect workers throughout the manufacturing process from exposure to potentially hazardous chemicals. Several facilities have established the Joint Worker Management Chemical Safety and Health (CS&H) Committee to create opportunities for workers to engage in promoting workplace safety related to chemical management, involving around 21,000 workers in production. In 2024, we began working closely with CEPN and other industry partners to develop the Process Chemical Safety Training. Through this training, both managerial staff and workers track to ensure that the training developed is targeted toward the correct audience. Process Chemical Safety Training will serve as a capability building training for industries that involve process chemicals, as well as part of due diligence approach for battery suppliers in conjunction with Battery Due Diligence laws. See CEPN's Toward Zero Exposure report for more information.
- **HRDD**: In collaboration with other technology peers (HPE, Intel, and Seagate, Western Digital) and RBA, we delivered a training that included three deep explorations of human rights topics. This training was designed to help prepare suppliers for new HRDD regulations, comparing HRDD laws in the EU with the RBA Code of Conduct. The training informed participants of effective grievance mechanisms and responsible recruitment practices, and it also provided a detailed explanation of GHG emissions, focusing on Scope 3 emissions. Around 1,130 representatives of HP suppliers attended, benefiting from documentation and existing toolkits.
- **Human Rights Risks in Logistics:** We prepared a training in collaboration with two of our member organizations, Truckers Against Trafficking (TAT) and the Mekong Club, as the logistics industry has an association with unique human rights risks. The training's goal was to build awareness, trust, and support from internal logistics supplier managers.

HP measures the effectiveness of our value chain training through interactive quizzes, polls, and surveys to evaluate participants' understanding and gather feedback. Our aim is to ensure that suppliers who attend our training have a greater awareness and understanding of human rights topics.

Engaging with Human Rights Defenders

Human rights defenders (HRDs) are individuals or groups who act to promote and protect human rights, often in the face of adversity and danger. They may include activists, community leaders, journalists, and organizations working to uphold civil, political, economic, social, and cultural rights. Despite their crucial role in advancing social justice and accountability, HRDs face significant risks globally, including threats, harassment, arbitrary detention, and even killings. These dangers are particularly true for marginalized groups such as Indigenous peoples and children, who are increasingly targeted due to their advocacy efforts in climate justice and human rights. By prioritizing support for vulnerable groups of HRDs, we aim not only to empower them to participate meaningfully in social justice efforts but also to address the unique challenges they encounter.

Confronting the challenges faced by HRDs is undeniably complex for companies like HP, given our global supply chain and multiple industry touchpoints. This subject requires global collaboration and initiatives to drive meaningful, lasting change. By supporting several initiatives across different targeted vulnerable groups—all of which aim to enhance digital security and capacity-building for HRDs—HP is taking meaningful steps toward promoting digital equity in the technology space.

In 2024, HP undertook several initiatives to support HRDs:

- We updated our Human Rights Policy to explicitly reference the importance of protecting HRDs. This update demonstrates HP's commitment to recognizing and addressing the unique challenges faced by these individuals and communities.
- Starting in 2023 and continuing in 2024, HP supported a project with the Global Fund for Women aimed toward providing vulnerable HRDs with training and digital security tools to mitigate risks such as online harassment, cyberattacks, and digital surveillance. Two organizations—the Organización Nacional de Mujeres Indígenas Andinas y Amazónicas del Perú (ONAMIAP) and Ashanti Perú—were engaged for peer learning and skill-sharing sessions on digital security.
- We supported a second project with the Global Fund for Women, which focused on monitoring emerging social movements in Thailand through the Gender Justice Data Hub. This initiative provides funding and engages with partners such as the Global Alliance Against Traffic in Women (GAATW) to amplify the voices of activists working on LGBTQ+ rights and women's welfare.
- We sponsored a project with Child Rights Connect, an organization that is spearheading efforts to enhance the digital participation and protection of its Children's Advisory Team (CAT). This work includes a needs assessment survey and the establishment of child-friendly online safety protocols, ensuring that child advisors can engage safely in discussions regarding their rights and the implementation of their advocacy efforts.
- We launched our most recent project with the Asia Indigenous Peoples Pact with support from the the United Nations Development Programme (UNDP) Asia-Pacific. The project's focus is to empower Indigenous youth in the Philippines and Bangladesh and aims to address the intersectional risks posed by climate change, which disproportionately affect vulnerable communities. Training modules have been developed to enhance the digital and climate skills of Indigenous youth, empowering them to advocate for their rights and lead sustainable initiatives in their communities.
- HP has contributed to Cultural Survival's initiatives through the Keepers of the Earth Fund and Capacity Building programs. Thanks to this partnership, Cultural Survival was able to assist Quechua, Lenca, and Mixtec Indigenous human rights defenders facing threats due to their activism. Additionally, HP's support enabled Cultural Survivor to host the first gathering of Indigenous women defenders in the Amazon Basin, with the objective of developing skills and knowledge in digital security, to protect themselves and their communities.

It is essential that HRDs can safely engage in advocacy without fear of violence, harassment, or discrimination. By focusing on particularly vulnerable groups and ensuring that HP's expectations for its own value chain are clear and public, these initiatives play a vital role in supporting the prevention, mitigation, and cessation of potential human rights harms to HRDs.

Preventing Modern Slavery

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.

Modern slavery can manifest in multiple ways, including through debt bondage, forced labor,[49] and human trafficking. 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.

In 2024, we partnered with stakeholders including:

- 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 proud Gold Level sponsor of the organization, we also encourage our logistics providers to promote TAT training. A partner since 2016, HP is one of TAT's leading partners in the technology and shipping space, and we have been identified by TAT as a pioneering example of bringing exposure to the issue of human trafficking in our industry.
- The Mekong Club: The Mekong Club creates sustainable practices to address modern slavery across the globe. As a member, HP has access to a range of benefits, including anti-slavery tools, resources, and consultations. We also participate in various working groups and educational sessions, collaborating with other brands on joint initiatives that address modern slavery in Asia, specifically in relation to recruitment practices and the logistic sector.

Additional details on our efforts to address modern slavery can be found in our Modern Slavery Transparency Statement.

Transparency

HP's unique products require a vast network of suppliers and partners spanning six continents and over 41 countries and territories. We comprise more than 700 manufacturing suppliers and several thousand non-manufacturing suppliers that range from multinational enterprises to small firms; we depend on them to provide us with materials, components, and assembly for our products, support shipping and delivery to our customers, and supply a wide variety of other goods and services.

We were the first IT company to publicly disclose a list of our suppliers, which includes the names and locations of the suppliers that represent 95% of our production supplier spend. For our final assembly suppliers, we estimate that 45–55% of all workers are women and 10–20% are migrant workers. For our commodities suppliers, we estimate that 45–55% of all workers are women and 0–10% are migrant workers.

The multi-year agreements that we have in place with many of our suppliers allow us to build supplier awareness and capability to meet our supply chain responsibility expectations, including the implementation of and adherence to policies and processes that address human rights–related risks. In turn, our manufacturing and non-manufacturing suppliers are required to communicate our expectations to their upstream suppliers.

Responsible Recruitment

HP recognizes the importance of responsible recruitment and is committed to the Employer Pays Principle, which means that our workers will not pay fees to obtain a job. All workers—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. HP is dedicated to addressing these issues and 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.

Additionally, in 2024, HP partnered with Embode, a leading consulting company, to further advance responsible recruitment practices with selected suppliers through their 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 their own strengths and challenges, and a collaborative action plan is designed, 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.

We are also members of the Leadership Group for Responsible Recruitment and collaborate with the Responsible Business Alliance (RBA), a multi-industry organization focused on responsible business conduct in global supply chains, providing more effective and timely remedy and engagement with affected parties and reducing the risk of forced labor in recruitment and employment. HP is informed by RBA's practices and tools on responsible recruitment, such as the Responsible Recruitment Program, the RBA Practical Guide to Due Diligence on Recruitment Fees, and the RBA Migration Corridor Database, which uses a third party to annually update average fees paid by workers in the most common recruitment corridors. In collaboration with peer companies and RBA, in 2024, we delivered training that included a deep dive into responsible recruitment practices. Learn more about this and other trainings delivered through industry collaboration.

For more details on our responsible recruitment efforts, see Capability Building and Training, Assessments, and our Incident Remediation process when recruitment fees have been incurred.

MillionMakers

MillionMakers is an HRDD platform using direct worker voice developed by Bluenumber, Be Slavery Free, Unseen UK, and The Mekong Club. Since 2022, HP has used MillionMakers to help us enhance our HRDD program and identify and address issues raised by workers across two of the identified potential risk locations in our supply chain: Malaysia and India. Over 2,000 workers have shared their feedback, providing us with an alternative perspective of risk assessment through direct worker voice.

Workers are best positioned to help us identify forced labor and worker rights abuses. By simply scanning a QR code, they can opt in and respond to yes/no questions over five days, always remaining anonymous and without collection of personal data. Their responses are measured against the International Labor Organization (ILO) Forced Labour Indicators on working conditions. Importantly, workers have data rights and own what they create; they are paid on their dataset license if they consent to share it. MillionMakers creates risk reports both for specific sites and in aggregate for our value chains, using the Bluenumber digital identity technology to authenticate each worker and verify their data.

MillionMakers protects worker privacy and builds trust for transparency without fear of retaliation. Responses are anonymized and aggregated into a dashboard of worker sentiment against each ILO indicator so that HP sees where workers think risks exist. When results are aggregated across regions or by cluster in HP's supply chain, we use MillionMakers to inform cost-effective action plans for rapid remedy with our suppliers.

One of the sites that participated in the program showed overall good results with minimal gaps, which is an assurance to the audit report. However, when analyzing the data through a gender lens, we identified that although the general results showed no major concerns, additional action could be taken to support workplace harassment communications. Findings and recommendations were shared with the supplier. Learn about MillionMakers Implementation Plan, released in 2024, to address identified concerns through the survey.

Responsible Minerals

HP works diligently to avoid any association between the materials in our products and armed violence or human rights abuses. We have adopted industry-leading policies and monitoring practices and are broadening our vigilance beyond conflict minerals[50] to a wider range of minerals and geographies.

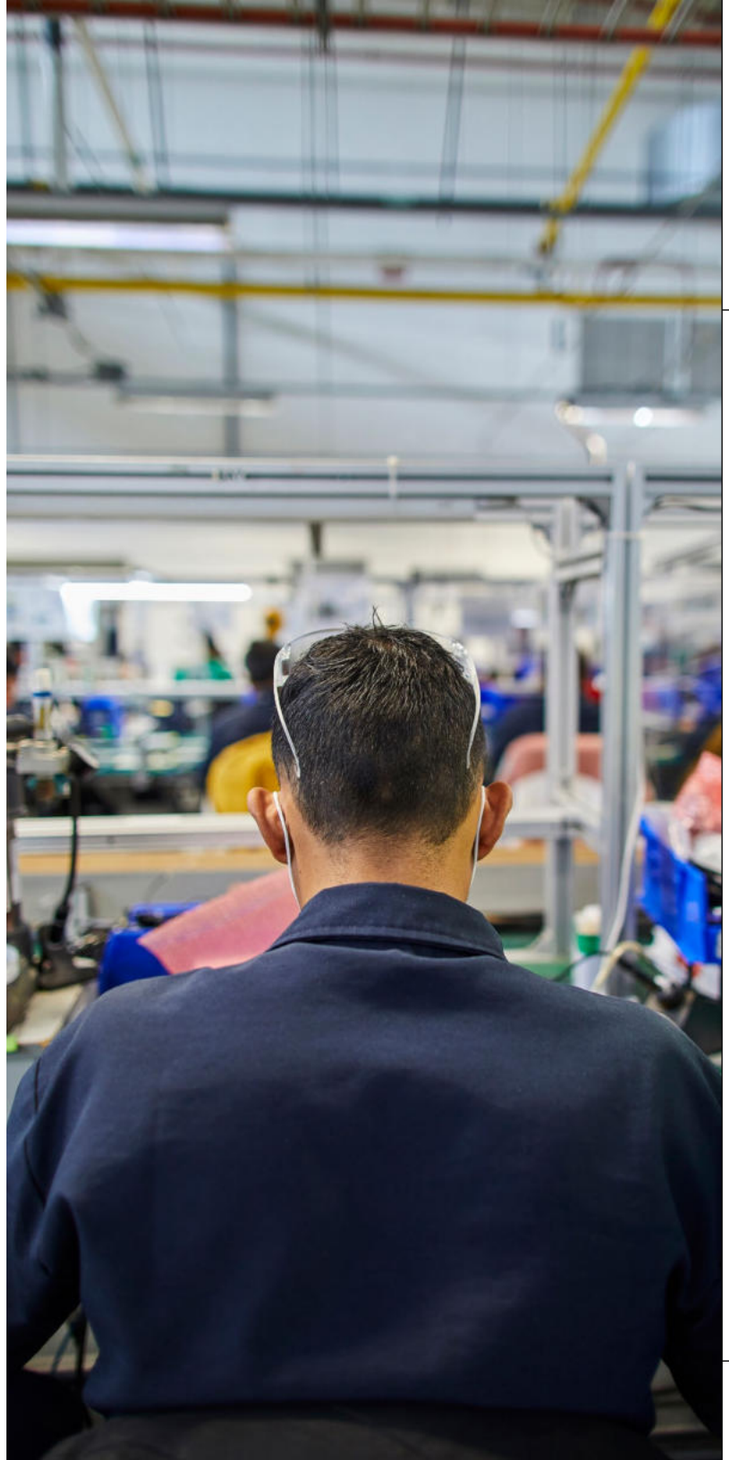
Our large global supply chain presents the opportunity to significantly influence our suppliers. Through collaborative efforts, we continue to source responsibly from conflict-affected and high-risk areas (CAHRAs).

Transparency in Sourcing

While conflict minerals such as tantalum, tin, tungsten, and gold (3TG) 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 4–10 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 US 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 conflict-affected regions. We believe it is more effective to use our leverage—independently as well as through cross-industry collaborations—to address issues and promote positive 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 Conflict Minerals Risks in Our Supply Chain

Promoting smelter best practices is one of the most direct ways that we proactively address the potential risk of conflict minerals entering the supply chain. We require our suppliers to source 3TG for HP products only from smelters that actively participate in a recognized third-party assessment program, such as the Responsible Minerals Initiative (RMI)'s Responsible Minerals Assurance Process (RMAP), or from 100% recycled sources. Presence on the RMI conformant list indicates the smelter or refiner in is 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 account for HP's downstream position in the minerals supply chain, the OECD recommendations for downstream actors that have no direct relationships to smelters or refiners, and the use of independent assessment programs to provide information about smelters or refiners.

Our relatively small use of these metals limits our influence, and so we encourage all industries that use these materials to demand responsible sourcing of 3TG. We will continue to work with our suppliers and industry groups to drive demand for responsible sourcing of minerals, regardless of origin.

We promote responsibly sourced minerals in our supply chain by:

- Requiring our production suppliers of goods containing 3TG ("3TG suppliers") to require their smelters to undergo third-party assessments or use recycled materials.
- Encouraging all smelters that purchase and process mineral ores to participate in independent third-party assessments.
- Supporting multi-stakeholder collaboration to establish secure, ethical 3TG sources worldwide, including the CAHRAs and the DRC and its surrounding countries.

3TG Suppliers

HP sets clear requirements of 3TG suppliers in our Supply Chain Social and Environmental Responsibility Policy (which includes our policy toward conflict minerals), GSE, and Supplier Code of Conduct.

We assess these suppliers' responses using the RMI Conflict Minerals Reporting Template (CMRT), which offers companies a common format for sharing information about 3TG sources with business partners and suppliers across the supply chain. We require corrective action from suppliers where needed and provide them with training on an annual basis or upon request.

If any 3TG supplier reports sourcing from a smelter 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 smelter 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 a 3TG smelter could source responsibly. If a supplier is non-responsive, we leverage our procurement influence to drive accountability.

Smelters

To identify and disclose the smelters and refiners in our supply chain, between January and December 2024, HP surveyed suppliers that contributed material, components, or manufacturing for products containing 3TG. Each smelter or refiner reported was identified in at least one of the RMI CMRTs we received.

Performance

In 2024, we launched the conflict minerals survey to our in-scope suppliers, which includes final assembly and commodity suppliers of products and components containing 3TG. We received responses from 100% of our in-scope suppliers.

These responses expressed that the smelters and refiners in our supply chain were either conformant or in the process of becoming conformant with an independent assessment program, and/or, we reasonably believe, that they exclusively source 3TG minerals from recycled or scrap sources by the time we closed the survey in January 2025.

US Securities and Exchange Commission Conflict Minerals Report

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

Additional Efforts

Having learned from our experience combating conflict minerals in the DRC and surrounding countries, we are expanding our efforts. This commitment aligns with growing awareness of mineral-sourcing issues beyond the DRC and surrounding countries covered by the US Dodd-Frank Act. The EU Conflict Minerals Regulation, which covers EU imports of 3TG minerals from all regions of the world, requires all large EU 3TG metal importers and smelters to become "responsible importers" consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Although HP's operations are not within the scope of the EU Conflict Minerals regulation, we have voluntarily aligned our policy and approach to support our customers' requirements consistent with the regulation.

Because cobalt has been linked to human rights risks, we set clear requirements for our suppliers to enact policies that address cobalt, and our minerals due diligence measurements also includes cobalt. We ask suppliers to provide us with details of the cobalt refiners they use, and we work with them to encourage those refiners to complete an RMI assessment. Additionally, we encourage suppliers to engage in collaborative industry action through the RMI. For more details on our responsible cobalt sourcing practices and due diligence results, please refer to our Cobalt Report.

In addition to these commitments, we also collaborated with an external consultant to address the upcoming mineral requirements on new regulations, such as the EU Battery & Waste Regulation. As a result, we are expanding our responsible minerals program to cover nickel, lithium, and natural graphite. See our responsible minerals sourcing expectations for suppliers in HP's GSE.

Industry Collaboration and Stakeholder Engagement

HP has made significant progress through our top-down approach of assessing our supply chain at the smelter and refiner level—the critical "pinch point" for monitoring responsible sourcing. HP is committed to further addressing salient human rights risks beyond the pinch point and at the source via industry collaboration and a bottom-up approach. Industry collaboration is vital to drive long-term, systemic changes across the supply chain by creating a unified approach toward mitigating human rights risks. HP's industry engagement at a grassroots level not only prevents potential violations by fostering better working conditions, but it also mitigates risks by implementing systems for continuous improvement to uphold human rights and promote positive social and environmental outcomes.

- **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. In 2024, HP was appointed to the RMI Steering Committee, where we support the strategic direction of RMI's programs. 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. By participating in these and other working groups, HP supports industry change by collaborating with peers and stakeholders, engages with certain 3TG and critical mineral facilities directly, and aids the Responsible Minerals Assurance Process (RMAP) program.
- **Initiative for Responsible Mining Assurance (IRMA):** In 2024, we joined IRMA to enable HP to engage with the mining sector beyond the smelter and refiner pinch point. Through IRMA, HP supports independent assessment of social and environmental performance at large-scale mining (LSM) 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. Participation in IRMA allows us to stay connected to upstream supply chain activities, helping advocate for transparency and continuous improvement.
- **Alliance for Responsible Mining (ARM):** The artisanal and small-scale mining (ASM) sector, which provides livelihoods for over 40 million people in developing regions that face significant social and environmental challenges, is another important sector with high human rights risks. ARM, a global NGO based in Colombia, empowers ASM communities by promoting social and environmental standards, fostering formalization, and integrating ASM into more responsible supply chains. HP partners with ARM to support the responsible production of gold, the most common mineral mined by ASM and a material used in HP's products via the Fairmined Gold Credit system. This innovative system enables HP to support small-scale mines certified under the Fairmined standard, which ensures compliance with strict social and environmental criteria. Given the continuous investments needed to achieve responsible mining, Fairmined Credits provide a financial incentive to improve standards, ultimately promoting human rights, community development, and the empowerment of vulnerable populations, including women and children. In 2024, HP launched a pilot project, purchasing Fairmined Credits for the equivalent of 4.25kg of certified gold from mines in Colombia and Peru, to support improving lives for children and women rights in mining sites' communities.
- **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 conflict-affected and high-risk areas (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. In 2023, the EPRM expanded the mineral scope of its Request for Proposals (RFPs) to include lithium, cobalt, copper, natural graphite, and nickel, reflecting an increased focus on minerals relevant for the energy transition. During 2024, HP proactively engaged with EPRM's efforts, chairing the Advisory Committee during the RFP period. In this role, HP helped shape the direction of EPRM's work by providing critical feedback on the evaluation of project proposals.

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 guaranteeing 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 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.

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

In 2024, the Vietnam implementation project undertook a baseline assessment, interviewing and assessing actors in all tiers of the value chain, including informal waste workers. Findings were shared during an in-person workshop with a recycling partner and suppliers in tiers 2, 3, and 4. 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.

We also 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. This partnership prioritizes the well-being of local waste collectors not only by providing safer working conditions and fair compensation but also by supporting education of the waste pickers' children. Recent civil unrest in Haiti has disrupted these efforts, causing significant challenges for the local communities and halting operations temporarily. The instability has impacted waste collection activities and has also endangered the livelihoods of the workers who rely on this industry. HP, along with our partners, needed to pause operations at times, re-evaluate the situation, and focus on rebuilding efforts within the affected communities. Priorities include re-establishing safe working conditions, restoring local infrastructure, and ensuring that the livelihoods of waste collectors are supported during this period of instability. HP continues to work closely with the recycler, local stakeholders, and NGOs to support the community's recovery and resilience, reinforcing the importance of rebuilding sustainably while addressing human rights challenges.

More than one million people in Brazil work in the informal sector as recyclable waste pickers. Through our HP & Cooperatives Project (see video here), in partnership with iWrc, we collaborate with approximately 40 waste collection cooperatives in the São Paulo area to increase our positive impact and expand our sources of recycled content. In 2024, we acquired more than 830 tonnes of electronic waste from these cooperatives and converted these materials to recycled plastic for use in HP printers. This project increases the revenue of the waste-collection cooperatives and promotes decent working conditions through ongoing stakeholder engagement and assessments. We also provide smartphone-based education in areas such as health and safety, labor practices, entrepreneurship, and circular economy. In 2024, we supported more than 1,465 workers (over 54% women) through the project.

Learn more about our progress in Circularity.

Remediation and Access to Remedy

In accordance with the UNGPs, when businesses identify that they have caused or contributed to adverse human rights impacts, they should provide for or cooperate in their remediation. Remedies include access to grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, and a source of continuous learning to prevent recurrence of the underlying harm.

HP is committed to remediation of adverse human rights impacts, including providing effective avenues for addressing and resolving those impacts in our supply chain. Remedies also include engaging in corrective action for identified risks, which involves relevant stakeholder consultation.

Our remediation framework encompasses structured grievance mechanisms and incident reporting systems, facilitating open channels for impacted individuals and communities to raise concerns. Robust grievance mechanisms are essential for identifying issues, offering a pathway to justice, and fostering trust across our operations and partnerships. This approach ensures transparency and accountability while driving improvements in human rights practices. Each grievance is treated with due diligence, and where warranted, our corrective action plans are designed not only to resolve specific issues but also to prevent their recurrence.

The development of corrective action and improvement plans is integral to our remediation approach. These plans are created with input from relevant stakeholders, ensuring that solutions are both effective and respectful of local contexts. By continuously monitoring the effectiveness of these mechanisms, we work to reinforce our commitment to human rights, building resilience within our supply chains and enhancing our capacity to respond to emerging risks.

Grievance Mechanisms

HP maintains a strong culture of open communication and offers multiple accessible channels for all employees and third parties, including workers in our supply chain, to ask questions and report concerns directly to HP. These points of access include an online form; global in-country, 24-hour, toll-free phone lines (available internally and externally) with translation; text messaging (in the US); mail; and in person. Concerns or feedback related to human rights can also be sent 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 also offer anonymous reporting options where allowed by law. We encourage anyone with a concern to speak up without fear of retaliation. An overview of the grievance channels and processes 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.

Investigations in response to grievances lodged are conducted in a comprehensive, objective manner, and are free from influence by HP management or by our business partners. All investigations follow a process designed to ensure consistency and fairness. The investigation process may involve interviews, formal reporting, and recommendations under the oversight of our Integrity or Global Responsible Sourcing team, external human rights experts, human resources, legal, and relevant management. We do not tolerate retaliation against people who use our grievance mechanisms or otherwise raise human rights–related concerns, and we expect the same from our business partners. See Reporting Concerns.

Consistent with the UNGPs, we are committed to providing for and cooperating in effective remediation through legitimate processes. We work with responsible parties, encouraging them to assess conditions and implement corrective actions. We also seek to address adverse impacts through collaboration with peers, partners, and suppliers on collective remedies.

To test building a scalable, accessible, supplier-focused grievance mechanism aligned with emerging law and stakeholder expectations, in 2024, we piloted a third-party mechanism in several specific regions for HP suppliers in the Philippines. We partnered with Enodo Rights, a human rights advisory firm; Ulula, an experienced worker-voice provider (now part of EcoVadis); and IDEALS, a Philippine civil society organization providing critical local support. The pilot design and launch process included engagement with diverse stakeholders, such as local NGOs, worker representatives, and national and international government representatives.

The pilot program offered workers multiple channels to safely lodge complaints, including online, over the phone, and in person through dedicated off-site outreach sessions. Learnings were provided on meaningful accessibility, including building stakeholder trust and awareness while scaling across the value chain.

We also expanded our supply chain grievance mechanism by partnering with a third-party service provider to implement a dedicated worker hotline at two key manufacturing sites. This program included comprehensive, multi-lingual training delivered in Thai, Burmese, and Khmer to drive accessibility for all workers. While the initial phase reached 30% of the workforce, we have established a model to continue scaling this initiative, further demonstrating our commitment to providing workers with trusted channels to raise concerns.

HP will continue integrating these lessons to develop a grievance mechanism model from which supply chain workers can further benefit. We are focused on building worker trust and empowerment while aligning with upcoming regulatory requirements.

Incident Remediation

HP's value chain HRDD consists of identifying and assessing actual and potential adverse impacts on human rights, and, when possible, implementing measures to cease, prevent, or mitigate any actual and potential adverse impacts.

We track and assess allegations of potentially adverse human rights impacts that are brought to our attention through the formal grievance process or outside of it (such as through audits, assessments, or the media), and we take appropriate actions promptly where allegations are confirmed. Our goal is to ensure a consistent and effective response to incidents, safeguarding human rights across our value chain.

In 2024, we received a total of 668 formal contacts through our grievance mechanism (which is open to everyone). No grievances were associated with modern slavery risk or child labor in our own operations or supply chain.

During our 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. The scope of an investigation is usually narrow and limited to a specific aspect of our operations, a supplier, or a specific location. The approach involves a combination of desk research, document review, and stakeholder engagement, particularly with potentially affected stakeholders. Management is informed of and updated on incidents on a monthly basis. All high-risk incidents are immediately escalated to management.

Addressing Modern Slavery

In 2024, ten suppliers, located in China, Malaysia, Singapore, Taiwan, and Thailand, were found to have nonconformances associated with indicators of modern slavery. Six of those suppliers charged fees prohibited by HP's Supplier Code of Conduct and the Supply Chain Foreign Migrant Worker Standard, including recruitment, passport renewal, and medical fees. Two suppliers charged fees and withheld personal documentation, one supplier was found to have practices creating a risk of debt bondage, and one supplier was found to have restriction of movement, all in violation of the HP SCoC and the Supply Chain Foreign Migrant Worker Standard.

Through our partnership with the RBA, HP immediately addressed each of these ten cases using our established process. We required suppliers to reimburse all recruitment and related fees previously borne by workers, cease the prohibited practices, revise their foreign migrant worker recruitment policies to guarantee that workers will incur no recruitment or placement costs going forward, and transparently communicate these policy enhancements to their workforce. Once suppliers confirmed completion of the corrective actions, HP and the RBA coordinated third-party verification of the total number of affected workers and oversaw the full reimbursement of fees. In 2024, this remediation process delivered confirmed remedies for more than 1,100 workers—totaling over US $1.56 million in fee repayments. Since 2018, HP has successfully remediated over 11,000 workers, with supplier repayments exceeding US $8 million.

MillionMakers Implementation Plan

The MillionMakers program enables suppliers to identify and address site-specific gaps in collaboration with HP. At one participating site, key findings included limited awareness of grievance mechanisms and possible restriction of movement. In response, the supplier implemented improvements including providing dedicated refresher briefings on available policies, updating a poster on Human Rights policies, and conducting internal trainings on RBA Code of Conduct to supervisors of the factories. A follow-up assessment was requested by the supplier to evaluate progress and remaining challenges. While the results showed increased worker confidence in responding to the survey, they also revealed persistent or new gaps in areas such as abuse of vulnerability in restriction of movement and possible deception. HP supported the supplier's response plan, which included town hall sessions to clarify human rights policies and a long-term training roadmap covering topics like freedom of association and ethical reporting.

Based on MillionMakers survey results, HP approved an implementation plan in 2024 with a key supplier in Malaysia to address identified issues, particularly around wage transparency and access to grievance mechanisms. HP's Global Responsible Sourcing team collaborated with the supplier to define actionable steps and realistic timelines aligned with international labor standards. The supplier committed to and began implementing the following actions:

- Delivered education sessions on policies and worker rights.
- Trained supervisors on balancing safety protocols with workers' freedom of movement.
- Enhanced communication of grievance mechanisms to ensure workers can report concerns confidentially.

The supplier has also initiated town hall meetings and updated posters on Human Rights policies to provide clearer communication and clarify key gaps identified in MillionMakers (i.e. restriction of movement, grievance mechanisms).

Stakeholder Engagement

In our remediation process, stakeholder engagement plays a crucial role in understanding, addressing, and resolving adverse impacts effectively and transparently. We actively engage with diverse stakeholders, including workers, suppliers, industry partners, and NGOs, to ensure that our approaches to grievance handling and remediation align with the needs of those affected by our operations and supply chain practices. This engagement fosters a collaborative approach to addressing issues and promotes accountability across our network.

As a member of the RBA, we have access to shared industry resources, which is especially valuable in situations where multiple customers may be involved with the same supplier. RBA membership allows us to participate in collective grievance mechanisms, leverage the RBA's tools for risk assessment, and support corrective actions that may benefit multiple stakeholders across the industry. This shared approach enhances our ability to address grievances that may not directly originate from HP but require our involvement due to our connection to the supply chain. Our involvement with RBA also strengthens our influence in promoting systemic improvements that benefit all affected parties, including workers, by aligning with best practices supported collectively by our industry.

Tracking and Implementing Results

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

Suppliers representing 95% of HP's total production supplier spend have undergone social and environmental monitoring. This equates to around 58% of HP's production supplier sites being monitored.

Our approach to supplier monitoring and evaluation includes:

- **Supplier Scorecards**: We use Supplier Scorecards to measure and incentivize supplier performance on a range of factors, including audit results and other performance metrics. Learn more.
- **Supplier Self-Assessment Questionnaires (SAQs)**: We conduct SAQs, which include detailed questions about social and environmental management and practices and are based on our Supplier Code of Conduct (SCoC). Learn more.
- **LaborKPI 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 Audits**: Our supplier audits—both announced and unannounced—measure conformance with all provisions of the HP SCoC in the areas of labor, health and safety, environment, ethics, and management systems. Learn more.
- **Additional Assessments**: Alongside our audit program, we identify and manage human rights risks efficiently and effectively with a wide range of assessments. Learn more.

Audit and Assessment Results

In 2024, we completed 374 audits of production suppliers, product reuse and recycling vendors, and nonproduction suppliers, as well as 34 other assessments of production suppliers. During the year, 86% of production supplier audits were third-party certified RBA VAP audits.

Our audits reveal a wide range of maturity levels among suppliers, assessed on a scale of 0–200. Under the RBA VAP Program, suppliers scoring between 160 and 180 are eligible for Silver certification, while those scoring above 180 quality for Gold certification. In 2024, 34% of audited suppliers' facilities scored between 160 to 180. Another 34% scored above 180, making them eligible for Silver and Gold certifications respectively.

Supply Chain

During 2024, we completed 291 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 2024, with certified auditors, we conducted 83 audits and assessments covering labor rights at HP-owned sites, including offices, manufacturing locations, and non-manufacturing 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.

Sustainability audits, 2024*

	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	62	87	110
Product transportation suppliers	0	0	0
Product reuse and recycling vendors	18	0	14
Nonproduction suppliers			
Suppliers supporting HP manufacturing (on HP premises)	22	18	13
Suppliers supporting HP offices (on HP premises)	5	0	0
Service suppliers (on third-party premises)	10	5	0
HP operations			
HP manufacturing sites	1	5	2
HP offices	2	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 (ERM) 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, Reuse, and Recycle 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.

Overall, two-year average audit scores have increased. From 2022 to 2024, the percentage of production supplier initial audits and full re-audits that scored above 160 increased from 49% to 63%. The average score during that period increased from 137 to 161. 24 audits during 2024 were of final assembly supplier sites. Of these, 67% scored over 160, 33% scored between 100 and 160, and 0% scored under 100. The other 148 audits during 2024 were of commodity supplier sites. Of these, 63% scored over 160, 32% scored between 100 and 160, and 5% scored under 100.

During the year, 172 initial audits and full re-audits of production suppliers identified 945 other priority and major nonconformances, equivalent to 5.5 per audit on average.[51] Six provisions (see table below) out of 47 total represented 61% of all major nonconformances identified. We focus on these and other areas that have the greatest potential for improvement with Corrective Action Plans as part of our due diligence in ceasing, preventing, and mitigating adverse impacts.

374

supplier and HP operations audits completed in 2024.

Production supplier specialized assessments, 2024	
Fire safety assessments	19
Social assessments	14
Vulnerable worker group (student and foreign migrant worker) assessments	0
KPI validation assessments	1
Priority screening assessments	0

Distribution of scores of initial audits and full re-audits*

	2022	2023	2024
>160	49%	70%	63%
100–160	32%	23%	32%
<100	19%	7%	5%
Average score	137	161	161
Number of initial audits and full re-audits*	119	171	172

* Data are from initial audits and full re-audits of production suppliers.

Distribution of nonconformances and findings by section of HP Supplier Code of Conduct, 2024* percentage of total	
Labor	44.7%
Health and safety	37.6%
Environmental	8.5%
Supply Chain Management	7.5%
Ethics	1.6%

* Includes immediate priority findings, non-immediate priority nonconformances, and major nonconformances identified. Data are from initial audits and full re-audits of production suppliers conducted in 2024. 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, 2022 and 2024*

Finding	Rate of conformance 2022***	Rate of conformance 2024***	HP's approach
Labor Management System - Control process**	–%	35%	Suppliers are expected to have adequate and effective labor policies and control processes. Corrective actions to this finding regularly include assessing and updating existing labor policies, control processes, and procedures, ensuring reviews for continuous improvement.
Working hours	34%	37%	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 (100 at the end of 2024, representing approximately 81,400 workers), 98% met our requirements related to working hours in 2024, compared with 98% in 2023 and 96% in 2022. During 2024, our requirements related to workers' days of rest were met by 97% of suppliers in the program, compared with 99% in 2023 and 97% in 2022.**** The year-over-year changes in conformance rates of these two categories indicate that our Labor KPI Program members (expanded by 23% in the number of suppliers) are continually working towards an effective management of working hours and days of rest expectations.
Wages and benefits	59%	53%	In countries without a set minimum wage, the industry 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 & Safety Management System - Control process**	–%	62%	Suppliers are expected to implement adequate and effective health and safety policies and control processes. Suppliers should also continuously monitor and improve health and safety practices, ensuring they comply with relevant laws and regulations. Examples of corrective actions include revising and updating existing health and safety policies, organizing EHS trainings, and establishing regular inspections of health and safety control processes.
Occupational safety	56%	64%	Nonconformances relate regularly to current safety permits and first aid–response reporting. Suppliers must have tracking mechanisms and keep documentation of remediation and compensation provided to workers involved in an incident. A supplier with a nonconformance must also prove that training for workers and management has been conducted or will be conducted within 180 days.
Emergency preparedness	48%	68%	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 2022 and 2024. 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.

** After protocol 7.0.1, the industry pivoted to a new audit methodology. As a result, some 2022 categories cannot be directly compared with 2024.

*** Percentage of sites with no immediate priority findings, non–immediate 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.

Rates of conformance of sites audited, 2022 and 2024*

HP Supplier Code of Conduct section/provision	Rate of conformance of sites audited, 2022**	Rate of conformance of sites audited, 2024**
Labor	**82%**	**79%**
Prohibition of forced labor	79%	81%
Young workers	91%	98%
Working hours	34%	37%
Wages and benefits	59%	53%
Non-discrimination / non-harassment / humane treatment	79%	98%
Freedom of association and collective bargaining	89%	100%
Labor Management System - Risk assessment***	–%	97%
Labor Management System - Control process***	–%	35%
Labor Management System - Communications***	–%	99%
Labor Management System - Performance review and continuous improvement***	–%	94%
Health and safety	**77%**	**83%**
Occupational health and safety	56%	64%
Emergency preparedness	48%	68%
Occupational injury and illness	79%	87%
Industrial hygiene	87%	86%
Physically demanding work	92%	100%
Machine safeguarding	83%	94%
Food, sanitation, and housing	74%	91%
Health and Safety Management System - Risk assessment***	–%	91%
Health and Safety Management System - Control process***	–%	62%
Health and Safety Management System - Communications***	–%	90%
Health and Safety Management System - Performance review and continuous improvement***	–%	95%
Environmental	**85%**	**95%**
Environmental permits and reporting	87%	93%
Hazardous substances	70%	96%
Solid waste	89%	98%
Air emissions	84%	94%

Rates of conformance of sites audited, 2022 and 2024*

HP Supplier Code of Conduct section/provision	Rate of conformance of sites audited, 2022**	Rate of conformance of sites audited, 2024**
Water management	87%	99%
Energy consumption and GHG emissions	88%	94%
Environmental Management System - Risk assessment***	–%	98%
Environmental Management System - Control process***	–%	92%
Environmental Management System - Communications***	–%	94%
Environmental Management System - Performance review and continuous improvement***	–%	97%
Ethics	**97%**	**99%**
Business integrity and no improper advantage	94%	99%
Disclosure of information	95%	99%
Intellectual property	98%	100%
Fair business, advertising, and competition	98%	100%
Protection of identity and non-retaliation	97%	100%
Privacy	99%	100%
Ethics Management System - Risk assessment***	–%	99%
Ethics Management System - Control process***	–%	98%
Ethics Management System - Communications***	–%	99%
Ethics Management System - Performance review and continuous improvement***	–%	98%
Supply Chain Management	**88%**	**96%**
Company commitment	97%	100%
Material restrictions	95%	99%
Responsible sourcing of minerals	95%	99%
Supplier responsibility	67%	72%

* Data are from initial audits and full re-audits of production suppliers conducted in 2022 and 2024. 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, non-immediate priority nonconformances, or major nonconformances identified. Data refer to the RBA Code of Conduct 7.0.1, 7.1.1, 7.1.2, 7.1.3 and 8.0.

*** After protocol 7.0.1, the industry pivoted to a new audit methodology. As a result, some 2022 categories cannot be directly compared with 2024.

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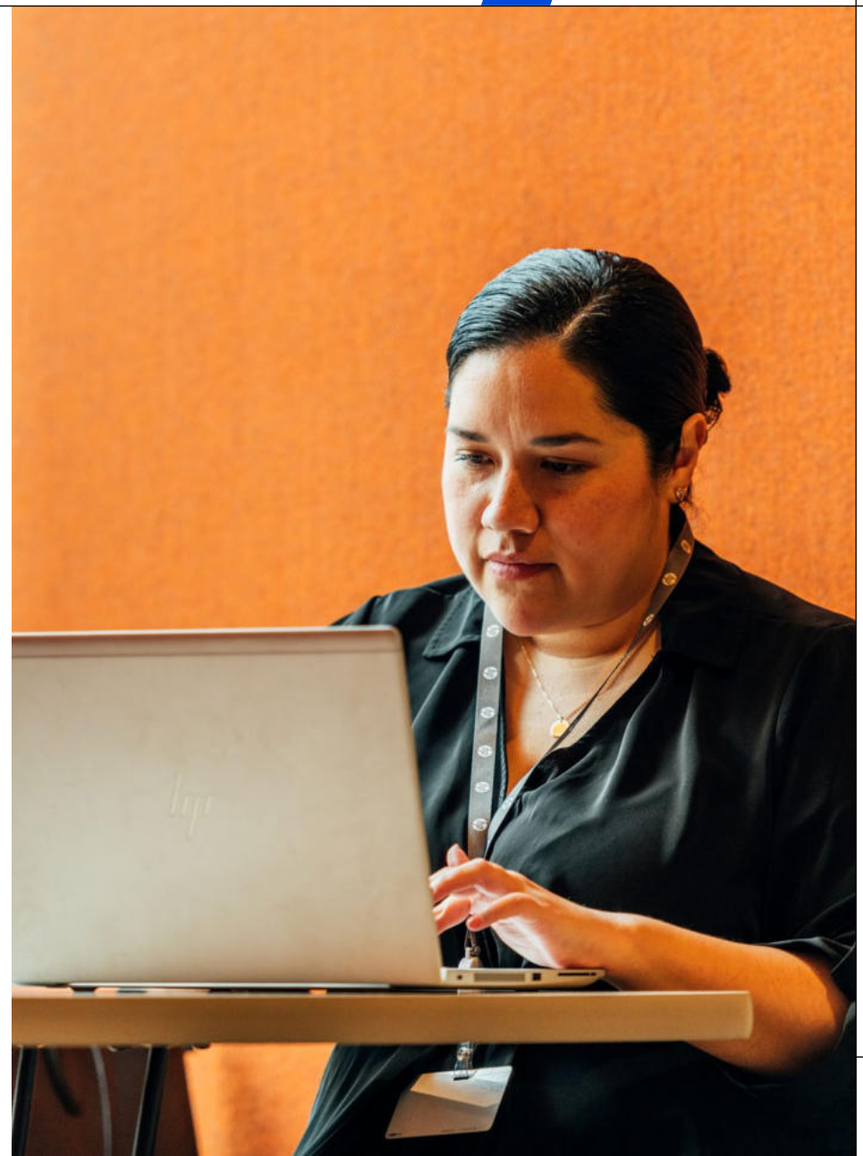
Communicating Commitments

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.

In addition to this report, we disclose information about our supply chain responsibility and human rights performance through our annual US SEC Conflict Minerals Report, Modern Slavery Transparency Statement, and other human rights-related voluntary disclosures. We also provide tailored supply chain responsibility information to our customers and channel partners to help them achieve their sustainability and human rights goals.

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 well-being 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)



Data

Supply chain workers*

	2022	2023	2024
Capability building			
Number of capability-building programs	4	6	6
Workers reached through capability-building programs**	46,000	94,300	122,500
Workers' rights			
Suppliers' employees working 60 hours per week or less on average***	96%	98%	98%
Suppliers' employees receiving at least one day of rest each seven-day workweek***	97%	99%	97%
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†	4	13	3
Immediate priority audit findings (immediate action required) related to occupational safety, emergency preparedness, or industrial hygiene†	8	3	0
Audits and assessments			
Workers at sites audited†† (total)	375,600	532,500	493,800
Sustainability audits and other assessments (total)			
Initial audits	154	171	120
Follow-up audits	47	100	115
Full re-audits	102	127	139
Assessments	14	16	34
Rates of conformance of sites audited, 2022 and 2024			
Scorecard†††			
Average score—commodity suppliers	89%	83%	65%
Average score—final assembly suppliers	88%	89%	74%

* Data in this table for 2022 are specific to production suppliers, except the following included in sustainability audits and other assessments: 10 initial audits of product transportation suppliers, 20 initial audits of product reuse and recycling vendors, 73 initial audits of nonproduction suppliers, two initial audits of HP operations sites, one follow-up audit of a nonproduction supplier, 31 full re-audits of product reuse and recycling vendors, and one full re-audit of an HP operations site. Data in this table for 2023 are specific to production suppliers, except the following included in sustainability audits and other assessments: 11 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, 19 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 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, 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, 14 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 Immediate priority findings 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.

Advance Societal Impact

Our Mission

Across the globe, HP is accelerating access to technology, digital literacy and Artificial Intelligence (AI), and digital skills content. By ensuring greater access to digital skills and economic opportunity, we aspire to equip disconnected adolescents and adults with the critical skills needed for the Future of Work.[1] While our efforts are far from complete, we are honored to have ushered forward many inspiring stories of positive impact through direct engagement and partnerships to increase scale.

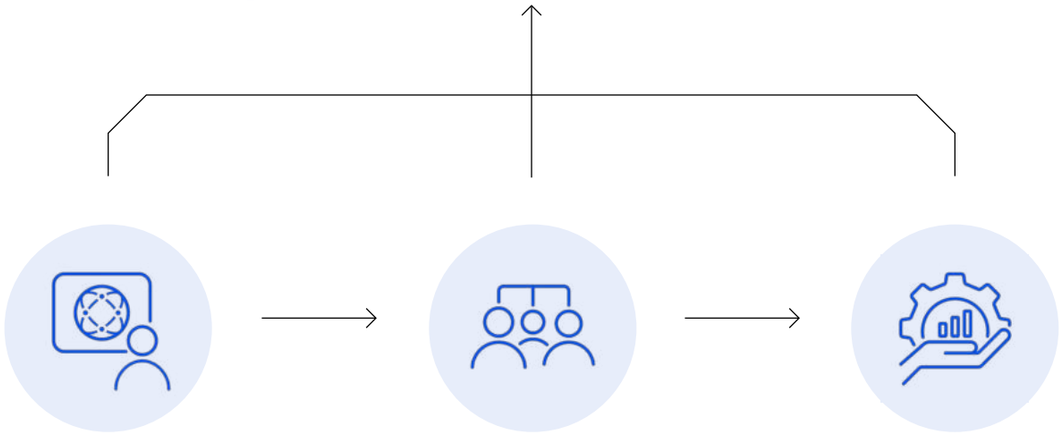
HP continues to leverage its global influence to create both human and economic value. With a strong focus on digital equity, strategic industry partnerships, and public policy advocacy, we are advancing the Future of Work. As socioeconomic divides widen around the world and society becomes increasingly reliant on digital skills and access, HP is committed to bridging these gaps. Through initiatives such as HP HOPE, HP LIFE, and the HP Digital Equity Accelerator, we have partnered with exceptional nonprofit organizations embedded in disconnected communities to help scale their impact by expanding access to technology and delivering digital and AI-focused workforce development.

Building on HP's technology, hands-on training, mentoring, and technical consultations, we are applying our expertise, systems, solutions, and financial resources to empower communities and cultivate a Future Ready workforce—equipping individuals with the capabilities they need today to thrive tomorrow.

Our Approach to Digital Equity and the Futue of Work

Our strategy as "OneHP":

- Powers the Future of Work
- Harnesses unique capabilities of HP Inc. HP Foundation
- Will accelerate digital equity for 150M people by 2030



We accelerate access to:

- Technology
- Digital literacy and AI
- Digital skills content

Additionally, our strong focus on inclusive design aims to ensure that everyone benefits from HP's technology.

To upskill disconnected:

- Adolescents (ages 10-19)
- Adults

Ensuring greater access to:

- Digital skills
- Economic opportunity

Our Goals

Goal		Progress in 2024		SDGs
Digital equity				
2030	Accelerate digital equity for 150 million people by 2030, since the beginning of 2021.[2]	**65M**	people reached through 2024 by HP's digital equity programs and partnerships.	**SDG4 SDG5 SDG8**
2030	Enroll 2.75 million HP LIFE users between 2016 and 2030. Previously 1.5 million by 2025.	**1.6M**	HP LIFE users enrolled since 2016. Learn more.	**SDG4 SDG5 SDG8**
Community giving and volunteerism				
2030	Contribute US$300 million in HP Foundation and employee community giving by 2030 (cumulative since the beginning of 2016). Previously US$100 million by 2025.[3]	**US$183M**	given by the HP Foundation and HP employees through 2024. Learn more.	**SDG11 SDG17**
2030	Contribute 3.5 million employee volunteering hours by 2030 (cumulative since the beginning of 2016). Previously 1.5 million by 2025.	**1.6M**	employee volunteer hours reached, including 360,600 in 2024. Learn more.	**SDG11 SDG17**

Sustainable Development Goals (SDGs) key

SDG4 Quality education

SDG5 Gender equality

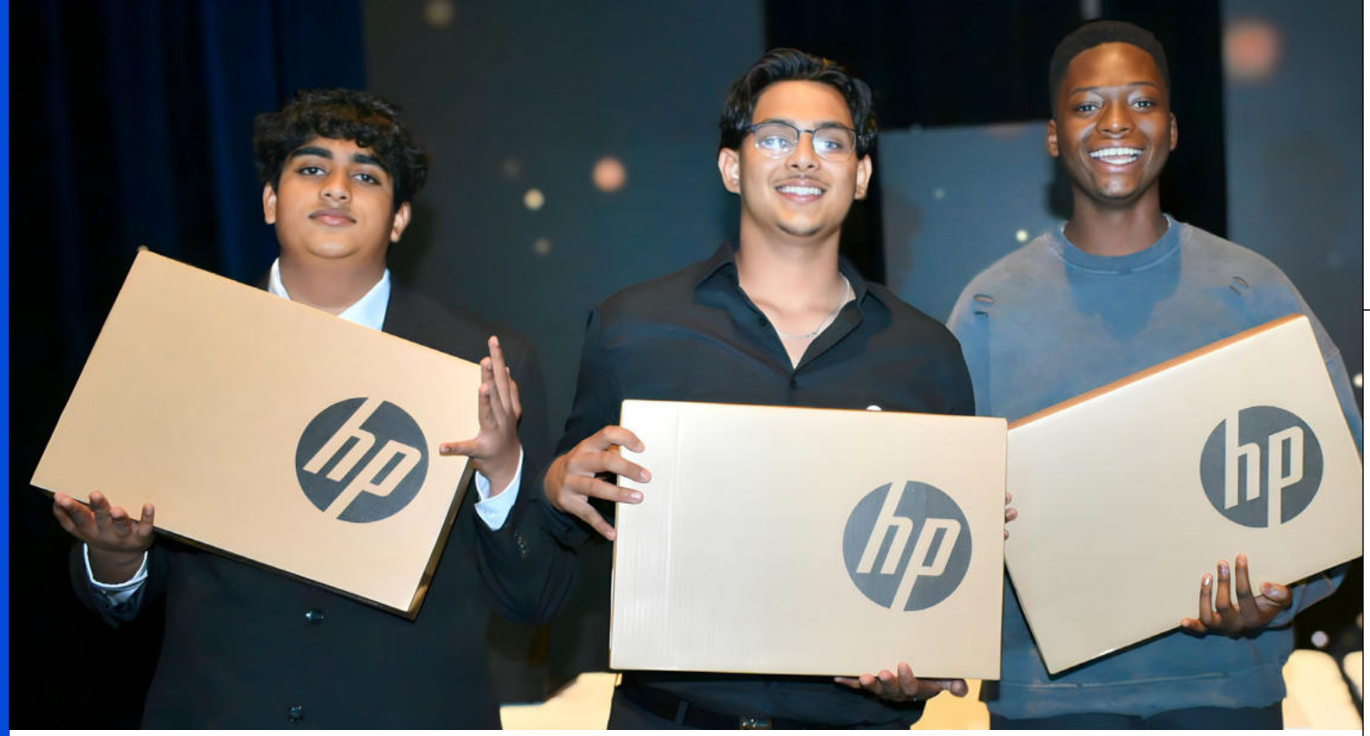
SDG8 Decent work and economic growth

SDG11 Sustainable cities and communities

SDG17 Partnerships for the goals

Economic Opportunity and Digital/AI Skills

Economic opportunities and skills are foundational to sustainable development. Technology can be a strong equalizer, bringing learning to people where they live, which is vital in a rapidly evolving world that calls for flexibility, intercultural connection, 24/7 collaboration, and lifelong learning.



For people everywhere–especially disconnected groups–equitable access to opportunity and outcome-based learning experiences are key to building skills for the Future of Work and participation in society.

Digital Equity Accelerator

As socioeconomic divides widen around the world and society becomes increasingly reliant on digital skills and access, HP is committed to bridging these gaps. Through HP's Digital Equity Accelerator, nonprofits embedded in disconnected communities are assisted by HP in scaling their organizational impact by expanding access to technology and providing digital and AI-focused workforce development. Over the course of six months, each partner is provided with US$100,000 capacity-building grants, approximately US$100,000 in HP technology, hands-on training, mentoring and technical consultations, and opportunities for increased visibility to thrive in emerging digital and circular economies.

In 2024, HP assisted a cohort of 10 nonprofits who were selected from Brazil, Canada, and Poland, with each serving disconnected groups through economic opportunity and skills. Since 2022, the Digital Equity Accelerator has served 27 nonprofit organizations across nine countries, helping expand the reach of participating organizations by more than 9.1 million people.

Examples of 2024 Digital Equity Accelerator partners include:

- **The Trust for the Americas**, which empowers vulnerable communities by offering access to technology and training that develop essential job readiness and entrepreneurial skills.Through its participation in the HP Digital Equity Accelerator, The Trust for the Americas has strengthened its Partnership for Opportunities in Employment through Technology in the Americas (POETA) program in Brazil and the Caribbean by investing in staffing and technical support for local partners.
- **The Institute for Discourse and Dialogue (INDID)**, which offers media literacy training and educational tools to improve digital skills for youth and educators across Poland. Through its media monitoring program, INDID engages youth volunteers in activities that build critical thinking skills, helping them navigate misinformation and disinformation in the digital age.

More information can be found in the Digital Equity Accelerator's 2024 Impact Report.

World YMCA Partnership

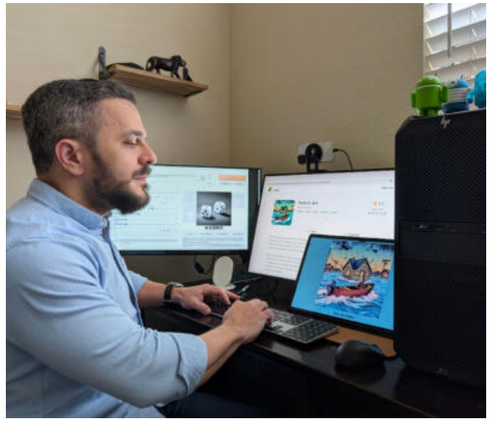
Inclusive technology is vital for achieving digital equity. In partnership with YMCA, in 2024 we continued to bridge the digital divide across 14 countries, launching 320 Digital Hubs in Spain, Belgium, Moldova, the US, and beyond. Leveraging HP's cutting-edge technology and YMCA's community-based programs, we equipped young individuals and marginalized communities with the tools they need to thrive in a digital-first world, ensuring that they are prepared for the Future of Work.

These efforts have focused on enhancing access and connectivity, fostering digital skills and education, and promoting job readiness by providing essential technology, training, and resources through the launches of YMCA HP digital hubs throughout the world.

MIT Solve

We believe AI and the convergence of universally accessible computing power with massive amounts of data and deep learning will transform the way people work and how companies operate. In partnership with Massachusetts Institute of Technology (MIT) Solve, we launched the AI in Social Impact Award in 2024. The award supports entrepreneurs and their teams in advancing their AI solutions for social impact, providing each winner with US$25,000 in grant funding and an HP Z6A workstation.

Three recipients were selected in 2024: Fetosense by CareNX Innovations, which is working on an affordable AI-based heart monitoring solution designed to monitor pregnancy remotely; Livox International, a Generative AI content generation platform and alternative communication software for people with disabilities and learning impairments; and Mapeo by Awana Digital, an AI-based solution that helps Indigenous community members search for funding opportunities that will allow them to prepare documents and draft funding proposals. Ultimately, this award is intended to empower more entrepreneurs to utilize AI for social impact and amplify their efforts underway today.



HP HOPE (HP Opportunity & Equality Program)

HP HOPE program is HP's global device donation program, designed to accelerate digital equity by refurbishing end-of-use devices and redeploying them to disconnected communities. Through a unique ecosystem model that combines HP's operational capabilities, refurbishment partners, and customer participation, the program connects technology supply with social need. In FY24, HP HOPE delivered 27 projects in 12 countries, benefiting over 40,000 individuals with refurbished technology for education, economic opportunity, and the skills needed for the future of work.

HBCU Technology Conference

In September 2024, we hosted the fourth annual Historically Black Colleges and Universities (HBCU) Technology Conference. The goal of the conference was to inspire university leaders, IT professionals, faculty, staff, and students, with a focus on building diversity in the technology sector. The conference provided valuable insights on AI and its impact on higher education, especially at HBCUs. Discussions focused on the opportunities and challenges: teaching and learning solutions, best practice sharing, ethics and bias, policy, governance, and more. The conference also discussed core IT topics, cybersecurity, and future-of-work trends. The Future of Work Academy, the student track of the conference, hosted sessions focused on building skills hiring managers seek and helping prepare students for future careers.

The conference attracted over 1,700 registrants and provided over 40 hours of content over three virtual days from 81 presenters –18 of which were HBCU faculty, staff, or leaders.

Empowering Communities and Volunteerism

With over 80 years of philanthropic activity, HP has demonstrated that we have the passion, scope, scale, and technology necessary to make meaningful contributions around the world.

Digital Equity Investments

2030 GOAL

Contribute US$300 million in HP Foundation and employee community giving[5] by 2030 (cumulative since the beginning of 2016).

US$183M

given by the HP Foundation and HP employees through 2024.

Through corporate contributions, the HP Foundation,[4] and employee volunteerism, we focus on :

- Technology-enabled education and skills building.
- Environmental stewardship, resilience, and disaster recovery.
- Inclusion and empowerment for underrepresented and marginalized groups.

In 2024, we supported our communities through US$8.5 million in cash contributions and products and US$15.8 million in HP Foundation cash contributions. More information can be found in our Global Charitable Contributions Policy.

HP LIFE Enrollment

2030 GOAL

Enroll 2.75 million HP LIFE users between 2016 and 2030.

1.6M

HP LIFE users enrolled since 2016.

HP LIFE: Learning and Employment Opportunities

To help accelerate digital equity and build skills for the future, the HP Foundation provides core business skills training free of charge for students, entrepreneurs, and lifelong learners all over the world through HP LIFE. Accessed online via the HP LIFE platform, in person through our world-class partners, or via the HP LIFE app, the program provides opportunities for individuals to learn in-demand skills and core business concepts, expand their digital literacy, start a business, or secure a better job.

HP LIFE offers global access to more than 30 free courses in eight languages. In 2024, we launched four new courses: Effective Leadership, Resume Writing and Interviewing, Introduction to Cybersecurity Awareness, and Agile Project Management. All courses are compliant with Web Content Accessibility Guidelines 2.1.

Additionally, offline capabilities now exist via the HP LIFE mobile app. Learners can download offline courses, learning when they do not have a connection. This mobile app enhancement expands our ability to reach new learners around the world, particularly in areas where connectivity is limited.

Advancing Economic Opportunity in Costa Rica

HP employees across locations are passionate about using their time and skills to give back to their communities. In Costa Rica, one of the many ways employees take action is by delivering skills training programs. Through a public/private partnership between the Government of Costa Rica, the Foundation for Sustainability and Equality (ALIARSE) Foundation, and HP, volunteers utilized HP LIFE course content to train underrepresented entrepreneurs through classes (Growth Mindset, Data Analysis, Design Thinking, and Effective Presentations) during a 9-month program, resulting in a total of 5,541 course completions.

More information can be found on the HP LIFE website.

Disaster Recovery and Resilience

HP, our employees, and the HP Foundation together provide financial support for communities affected by natural disasters and emergencies.

In 2024, we continued to give disaster relief funding, assisting those affected by earthquakes in Japan and China, wildfires in Chile, and flooding in Brazil and Central Europe. We also provided support for those affected by the Israel–Hamas war, among other initiatives. HP employees donated US$210,794—which was matched by the HP Foundation with US$252,342—for a total of US$463,136 provided to 102 global organizations that assist in disaster preparedness and relief.

HP Foundation is a member of the American Red Cross's 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.

Employee Volunteerism

HP taps into the talents, passions, and innovative spirit of our employees to make a difference in our communities.

In 2024, 25,871 HP employees contributed a record 360,600 hours to local volunteer efforts in 57 countries, with a value to non-profits of US$23.2 million—representing an approximately 22% increase in volunteer efforts compared with 2023.[6] These efforts contributed to HP employees reaching the milestone of 1.6M hours volunteered since 2016. Each employee is granted four hours' paid volunteer time per month.

In 2024, for example, 150 volunteers contributed a total of 1,900 hours at Wulai School in Taiwan. Volunteers created AI curriculum to teach Taiwanese aboriginal primary students AI concepts, trends, and applications, such as ChatGPT, Copilot, and Suno AI. They taught AI classes, showcased HP's latest technology, provided one-on-one coaching, and conducted Question and Answer (Q&A) sessions to inform students on how AI can be tied to their everyday lives.

2030 GOAL

Contribute 3.5 million hours by 2030 (cumulative since the beginning of 2016).

1.6M

employee volunteer hours reached, including 360,600 in 2024.

Healthcare

Across our portfolio, HP innovations focus on meeting specific challenges in the healthcare sector. With emphasis on closing the digital divide, our solutions are designed to help providers protect and strengthen patient health and wellness.

Health and Wellness

Although digital innovation is changing the face of healthcare, there remains a stark digital divide; many patients living in rural, socioeconomically challenged, or marginalized communities lack the technology and connectivity required to engage in their own care. HP Healthcare provides solutions to the challenges facing clinicians, care teams, patients, and healthcare facilities. Through patient-first, personalized care, we support solutions that address barriers, including access to devices, software, and the digital skills needed to use these tools effectively.

Care Coordination and Innovation

The technologies we deploy provide healthcare organizations with the ability to extend collaborative care and accelerate medical progress. Telehealth is essential to reaching underserved populations and address biases in care provision. HP-Poly's Telehealth products and services support healthcare providers by addressing challenges related to access, cost, and quality. These high-quality, noise-free audio and video devices offer providers the reliability and precision they require for vital healthcare services, while ensuring sessions are secured through advanced encryption protocols and authentication mechanisms.

HP's advanced inkjet and microfluidics technology have allowed us to expand into new applications. Pharmaceutical companies, drug manufacturers, hospitals, medical laboratories, and pharmacies require a wide variety of high-quality variable data coding and marking print solutions and color labels. HP inkjet systems enable human- and machine-readable codes and marks to be printed directly on packages, enhancing product identification and security. Further, by using HP Thermal Inkjet technology, drug discovery researchers around the world can more precisely and efficiently print ultra small volumes of drug compounds and reagents to accelerate the search for new therapies for human diseases.

Based on our microfluidics capabilities, HP's Single Cell Dispenser is designed to provide researchers with an affordable and robust solution to isolate and analyze how individual cells respond to drugs and other factors. At least 40 scientific publications and presentations are based on data derived from the Single Cell Dispenser to accelerate precision medicine research in search of better patient outcomes, including helping researchers identify ways to maximize the number of tumor cells that respond to cancer therapies. 2024 was the dispenser's first full year of global sales through an HP Life Science channel partner as the Tecan Uno Single Cell Dispenser. The device uses inkjet printer technology to dispense liquid samples containing cells in the 10- to 25-micron range—less than half the width of a human hair.

Early adopters range across Pharma and Academic research institutions. For example, Oregon State University researchers use this HP technology to learn more about age-related diseases. By isolating living cells from specimens, scientists are studying which proteins affect aging and dementia. We implemented the use of ocean-bound plastic for the cartridges that dispense the cells; the material is recycled plastic and made from reclaimed ocean-bound plastic.

Patient Privacy and Security

Safeguarding patient privacy and security is paramount in the healthcare industry. Due to HP's global presence, many of our commercial customers are subject to specialized privacy and security regulations related to healthcare data, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA) in the US and General Data Protection Regulation (GDPR) in the European Union. As both a processor and a controller of healthcare data, our compliance responsibilities are of utmost importance.

HP's Privacy by Design approach provides us with a solid compliance foundation. Our products and services have implemented controls designed to protect health data and to prevent security incidents. Experts from Legal, Data Privacy, the HIPAA Compliance Office, and Global Cybersecurity frequently monitor regulatory changes and interpretations that may impact how we service our customers and employees.

An ongoing collaborative effort exists between these HP expert teams and our Sales, Service, and Research and Development (R&D) teams to identify and mitigate compliance risks and provide appropriate training for all employees who may encounter personal health information.

Data

Community giving and volunteerism			
	2022	2023	2024
Social investment* (US$ million)	71.39	46.69	47.56
Company cash contributions	10.08	9.68	5.53
HP Foundation cash contributions	11.14	13.20	15.82
Products**	34.00	5.05	2.97
Services***	16.17	18.76	23.24
US employee contributions to Cash Matching Program (US$ million)	3.00	4.25	4.16
HP Foundation contributions to Cash Matching Program (US$ million)	3.70	5.91	6.20
Employee volunteer hours	258,000	296,000	361,000

* Social investments include all corporate giving made to nonprofit organizations from HP plus the valuation of employee volunteer hours. Data exclude contributions to the HP Foundation and employee donations but include 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*			
	2022	2023	2024
People for whom digital equity was accelerated**	17,096,000	24,091,600	19,840,000
HP LIFE new users enrolled	198,000	484,000	422,000

* 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 include both direct and indirect reach. Indirect reach is sometimes based on estimates using multipliers. 2024 data include a small amount of 2023 data that was not available at the time of publication of the 2023 HP Sustainable Impact Report.

Public Policy

Governments worldwide are enacting policy measures to encourage supply chain resilience, adopt responsible and ethical AI, enhance sustainability measures, strengthen cybersecurity frameworks, and promote workforce upskilling. HP seeks to partner with governments on these issues to contribute positively to communities around the world.

HP public policy advocacy engagements are aligned with our business interests. We advocate for measures that create business opportunities, allow operational flexibility, reduce risk, and align with HP's Sustainable Impact priorities.

Policy Priorities

Our global Government Affairs and Public Policy team leads our engagement with policymakers, regulators, trade associations, and peer companies to advance public policies aligned with HP's interests and priorities.

Our priorities include:

- Ensuring fair market access and supporting supply chain resilience.
- Preserving competitive tax structures and economic investment incentives.
- Encouraging robust and interoperable AI governance frameworks that promote responsible use.
- Advancing policies that align skills with jobs.
- Increasing opportunities to expand digital equity.
- Promoting sound sustainability policies that support circular economy practices.

Political Engagement

We conduct all political engagements in a transparent, legal, and ethical manner and in accordance with Integrity at HP.

In 2021, HP and the HP Employee Political Action Committee (PAC) ceased supporting candidates for elected office and the HP PAC was dissolved. HP does not make political contributions either within or outside the US.

We also make public our lobbying expenditures and membership in US trade associations. HP files quarterly reports as required by US law, available at the Clerk of the House website. For the EU, HP files annual reports with the Transparency Register. HP did not make any in-kind donations in 2024.

In 2024, for the seventh year in a row, we earned a perfect score and tied for first place overall among Standard & Poor's (S&P) 500 companies in the Center for Political Accountability (CPA)-Zicklin Index of Corporate Political Disclosure and Accountability.

Lobbying expenditures

	2022	2023	2024
HP lobbying expenditures			
Total US federal lobbying expenditures (reported quarterly under the Lobbying Disclosure Act) (US$)	2,670,000	3,430,000	3,090,000

Our Employees

Approximately 58,000 employees worldwide power HP's innovation and perspectives to create breakthrough technologies and transformative solutions that drive our long-term success.

We are committed to fostering an inclusive and respectful workplace that attracts, retains, and advances exceptional talent. Through ongoing employee development; comprehensive compensation and benefits; and a focus on health, safety, and well-being; we strive to support our employees to do their best work—while they learn, grow, and feel engaged.

Employee Development

Human capital development underpins 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 diverse perspectives fuel HP, and we are investing in career growth opportunities through our long-term business strategy. Our objective is to attract, retain, and nurture the exceptional leaders of tomorrow, to comprise a wide range of workforce skills, and to create a robust pathway for talent development. We believe that our future success is dependent on creating an environment where our employees have opportunities to develop their potential and achieve their career ambitions.

Priorities include:

- Developing an inclusive pipeline of high-performing, skilled leaders equipped to grow our business.
- Future-proofing the organization's skills with relevant training and experiences.
- Modernizing how we find and develop internal talent.
- Enabling employees to develop and grow their careers.

Inclusive Bench of Future Ready Leaders

We develop future executive leaders through targeted talent strategies and an executive development portfolio based on data insights from our talent planning and assessment process. 2024 initiatives included:

- Regular executive talent conversations that provided a forum for senior leaders to prioritize talent development at the enterprise level, ensuring a strong pipeline of leaders with varied perspectives. Our aim is to drive an integrated talent management and development approach that incorporates rich experiences and exposes leaders to external educational opportunities in business schools and universities, leadership assessments, executive coaching, job rotations, and immersive experiential learning programs. Core to these experiences are interactions with HP's most senior leaders, including the HP Board of Directors. In 2024, over 100 executives participated in these leadership development opportunities.
- A key priority has been the development of our director level leaders through Propel, a face-to-face immersive development workshop experience with six months of formal executive coaching. The objective is to equip directors to scale their leadership impact and accelerate personal growth.
- To develop management acumen, new programs included Feedback Skills for Managers and Coaching Foundations for Leaders. Our objective is to equip people managers with enhanced skills that enable team members to maximize performance, grow and develop, and achieve their career goals. This development was scaled to all managers through a series of blended learning offerings, including live in-person, live virtual, and self-paced. Additional toolkits and resources are available to people managers 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.
- Over 400 new people managers developed skills through the HP New Manager Development Journey. The year-long program features a portfolio of experiences including coaching, immersive scenario-based simulations, and toolkits. Our objective is to equip new managers with the tools to lead and develop high-performing teams, coach for performance, and champion inclusion.

Further, we prioritize the development of emerging talent by offering participation in an extensive array of internal and external development programs designed to accelerate career growth. In 2024, over 430 employees participated in development opportunities that were most relevant to their career aspirations. These opportunities included:

- HP Catalyst: A year-long program designed to accelerate the careers of key talent through peer learning, coaching, and sponsorship.
- Advancing Executives: A multi-week interactive cohort-based program focused on professional branding, networking, mentors, and sponsorship for career acceleration.
- Formal coaching: A six month coaching engagement with an external executive coach. The objective is to create and implement strong personal development plans.

Additionally, some participants were invited to a regional career empowerment and networking conference, where they participated in career-development workshops and met with hiring managers and recruiters to explore their career aspirations.

HP also sponsors employees' and leaders' participation in external leadership development programs, such as the Information Technology Senior Management Forum (ITSMF), the Executive Leadership Council (ELC), World 50, and the McKinsey Academy leadership programs for executives and managers. Additionally, we invest in providing greater access to professional organizations, such as the Society of Women Engineers.

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.

We support the continuous development of our more than 15,000 technical employees who work across a range of digital, information, and physical sciences. Thirteen HP employee communities, such as the Software Community and Data Science & Knowledge Discovery, have access to a range of classroom and virtual learning programs, practical projects, and opportunities to solve business challenges. Our affinity groups and virtual communities also enable connections among technologists based on technical capabilities and common interests.

To complement the development of technology capabilities, we delivered an Ignite development experience, which focused on developing future skills that will enable employees to deepen customer focus, increase collaboration, accelerate innovation, and solve future business challenges. Skills prioritized for 2024 were AI Foundations, managing and embracing change, strategic thinking, and communications, some of which were delivered through in-person learning labs.

During 2024, an estimated 99% of employees participated in learning and development activities, with an average of 32 hours development completed per employee. The 2024 Voice Insight Action (VIA) engagement survey revealed that 84% of employees felt that HP actively supported their learning and development, with 82% believing that they were provided a real opportunity to improve their skills at HP.[7]

Continuous Learning and Career Progression

HP's Power Your Potential platform is available to all employees. It enables skill development and career planning through a wide range of personalized learning opportunities, including virtual, social, self-directed, mentoring, coaching, and face-to-face experiences. Alongside this platform, we offer a variety of collaborative learning experiences, connection 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 the globe, managers have sponsored career-development webinars, one-to-one career coaching opportunities, and career fairs. In addition, HP's Degree Assistance Program provides over 570 employees worldwide with the opportunity to participate in higher academic education with a variety of businesses and technical colleges and universities. According to the 2024 VIA employee survey, 79% of employees believe their career goals can be met at HP. Our commitment to providing internal career mobility continued to be a priority during 2024, with 38% of job vacancies filled by internal candidates.[8]

Modernizing Our Approach to Talent Development

In 2024, HP launched a new approach to modernize how we find and develop internal talent, grounded in skills and powered by technology. Our new AI-powered Career Hub provides employees with personalized skills profiles and career recommendations, tailored learning paths, and recommendations that support their professional goals, career aspirations, and future skills development. This new approach aligns talent growth with long-term business objectives and empowers both managers and employees to improve transparency and drive performance and growth.

Career Hub also enables our Talent Acquisition team and business leaders to accelerate the process for identifying future skills needs. This provides input into a skills-based recruitment process, and the platform improves the quality and speed of identifying suitable internal and external candidates for emerging job roles.

Managers also play a crucial role in empowering employees to develop their careers. Our Employee Guidance Tool serves as input for people managers to create 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. In 2024, we focused on equipping managers with capabilities and skills to coach their teams, with plans to further extend this key objective into 2025.[9]

Performance Management and Feedback Culture

HP has a robust, feedback-based culture and approach to performance management. During 2024, 90.3% of eligible employees received multi-dimensional and objective-based performance evaluations. We introduced 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 adapts to market demands while enhancing employee potential. This holistic approach aligns workforce development with business performance, enhancing employee growth while supporting HP's long-term goals. Our 2024 VIA survey found that 89% of employees believe they receive feedback throughout the year that enables them to improve their performance.

Compensation and Benefits

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' well-being.

Most non-sales 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 non-officer 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,[10] holidays, parental leaves, injury/illness[11]).
- Discount programs.
- Flexible work arrangements.
- Stock purchase plans.
- Other benefits.

Pay Equity

We believe people should be paid equitably for their work, regardless of their gender, race, or other personal characteristics. To deliver on that commitment, we benchmark and set pay ranges based on relevant market data, and 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 make sure our pay is fair and equitable.

Since 2016, HP has reviewed employees' compensation with the support of independent third-party experts to ensure equitable pay practices. We continued our annual pay equity assessment in 2024, evaluating 18 countries with our largest employee populations, which represent 88% of our global workforce. The independent analysis determined there were no systemic issues.

In cases where pay differences are identified and a reason in line with our compensation practices cannot be determined, pay adjustments are made. To maintain equity, we will continue to perform these reviews at least annually.

True to our cultural principles and business strategy, our aim is for HP to be regarded as a leader in providing all employees with fair and equitable pay. 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.

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 71 of the HP 2025 Proxy Statement for details.

In accordance with US SEC rules, we recently reported our CEO pay ratio for 2024. Our CEO's annual total compensation for 2024 was US$19,360,127. Our median employee's annual total compensation was US$69,571, resulting in a CEO pay ratio of 278:1. For more detail, including our calculation methodology, see page 84 of the HP 2025 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 experiences, and to identify opportunities to strengthen our culture.

Employees can share feedback in a variety of ways, including through our annual Voice Insight Action (VIA) survey and periodic Quick Clicks pulse surveys. In 2024, 90% of employees participated in our annual VIA employee engagement survey.

HP has sustained action to digitize and automate the tools and processes that improve day-to-day experiences for our employees. Overall, 82% of survey participants had a favorable view of the employee experience as measured by our engagement index in 2024. HP continues to be certified as a Great Place to Work, with our employee rating of 86% favorable in 2024. See Recognition.

90%

of employees agree that HP is a leader in its commitment to Sustainable Impact.[12]

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 ensure that our workforce understands and embraces their role in maintaining a safe workplace.

HP's Environmental, Health, and Safety (EHS) management system aligns with the American National Standards Institute Z10 and International Organization for Standardization (ISO) 14001 standards to drive environmental, health, and safety improvements. With a core operating principle of plan-do-check-act, we have established procedures for reviewing, modifying, and incorporating workplace EHS hazards 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.

When feasible, we pursue environmental management certifications at HP-owned and leased facilities worldwide. As of the end of 2024, 21 facilities, including all HP manufacturing sites, were certified to ISO 14001:2015 (the most recent version), with 17 as part of our global ISO 14001 certificate. Twelve facilities, including 50% of HP manufacturing sites, were certified to ISO 45001:2018 for occupational health and safety.

In 2024, about 9,990 employees and agency contractors took part in 26 instructor-led courses and completed over 24,400 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, where all employees and contractors do not 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 2024, we achieved a global lost workday case rate of 0.06 and a total recordable incidence rate of 0.12,[13] compared with 2023 average rates (the most recent data available) of 0.06 and 0.11, respectively, in the North American Industry Classification System (NAICS) US 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.

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.

View a detailed breakdown of our injury and illness rates in health and safety data.

Well-Being

The holistic well-being of our employees is vital to HP's success.

Our Well Beyond employee well-being program is designed to serve the needs of our evolving workforce and culture through opportunities for employees to prioritize wellness across five pillars of well-being: emotional, financial, life balance, physical health, and social and community. In 2024, 81% of eligible employees in the US and 59% 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 US, 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.

In 2024, we launched the Elevate Your Everyday campaign, which offers HP employees the tools, support, and motivation to improve their well-being. At the beginning of the year, employees completed the Wellness Assessment, which created a personalized well-being plan, supporting them to achieve their goals. In 2024, the Wellness Assessment was completed by about 14,616 employees globally. Throughout the year, a series of events and benefits, such as Personify Health incentives, the Global Wellness Challenge, and Financial Well-Being Month, were offered as part of the program to encourage employees to prioritize their health and wellness.

Through our well-being vendors, we offer an array of programs, activities, and virtual gatherings, as well as enhanced benefits and resources to support well-being. Offerings include sessions focused on the science behind mindfulness and ongoing virtual office hours with our medical consultants.

Emotional

- We continue to integrate mental and emotional health into all aspects of our well-being programs. Via quarterly well-being newsletters, we promoted employee resources to reduce stress and increase resilience. We also sent a global email 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.
- In the US, we hosted a four-part webinar series focused on effective ways to recognize, manage, and overcome stress. The series explored common stressors in both personal and professional life and how to tackle them.
- Headspace is an award-winning, research-backed meditation and mindfulness application that HP offers to employees and their family members. In 2024, more than 20,207 employees and over 5,218 family members were enrolled.

Financial

- HP's Financial Well-Being 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 to achieve financial security. More than 2,000 employees in the US participated in our Well Beyond Financial Well-Being Month activities in 2024. We also offered a global Financial Well-Being Fundamentals webinar in partnership with Fidelity that more than 2,000 employees attended live or via the replay.

Life Balance

- In 2024, we offered employees a "Me Day," a fully paid day for all employees to focus on their well-being. To promote the importance of taking this day, as well as time off throughout the year, we collaborated with Headspace to host a global webinar highlighting the physical and emotional health benefits of rest and rejuvenation.

Physical Health

- As part of our Global Wellness Challenge in May 2024, 946 employees were newly registered on the Personify Health platform, through which we provide access to digital coaching and a wide range of health and well-being content. More than 18,150 employees joined the Global Wellness Challenge, forming approximately 3,778 teams across 58 countries.
- During the Global Wellness Challenge, employees registered over 5.9 billion steps through our Well Beyond platform, equivalent to about 7,624 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 Well-Being Ambassador Program, Recognition Program, and Business Resource Groups (BRGs), HP helps employees feel more fulfilled, motivated, and understood.

Inclusion at HP

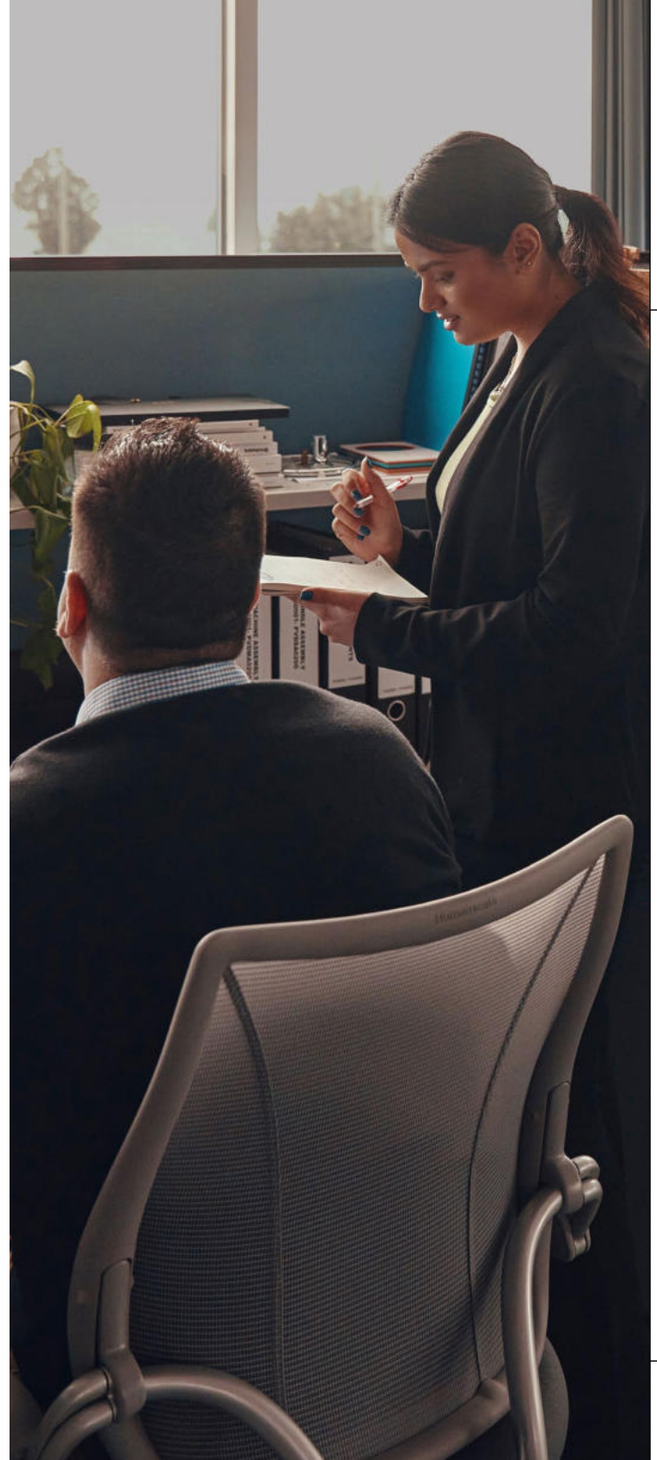
Innovation at HP comes from the different perspectives, backgrounds, knowledge, and experiences of our employees that make up our globally connected workforce.

Strategy and Approach

By creating an inclusive environment, we strive not only for all employees to be their authentic selves at work, but also to empower them to reach their full potential and to contribute to our collective success. We aim for a workforce that represents our customers and allows us to remain responsive to the marketplace, driving innovation to meet their evolving needs.

Our strategy embeds a culture of inclusion across all parts of our business and functions. Supported by leadership, the company's global inclusion 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 (BRGs) are key components of our strategy to attract, develop, and retain talent and provide an environment where employees feel valued and respected—and where they can innovate. According to our annual employee engagement survey, 87% of employees report that they experience an inclusive work environment at HP.

The HP Global Best Work Environment Policy is the foundation for a positive culture of inclusion and respect; it includes the Global Harassment-Free Work Environment Policy, Global Non-Discrimination Policy, and Open Door Policy.



Our People

When it comes to HP employees, we focus on representation, career development, and fostering a culture of belonging.

Representation

HP is at our best when we are able to attract the brightest minds from all backgrounds and groups. Our recruitment strategy is designed to help us increase representation of a broad spectrum of experiences, perspectives, and backgrounds across HP. 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 Our Communities.

We continue to prioritize creating opportunities for employees by ensuring responsible and fair practices; implementing world-class programs; and providing training, growth, and development opportunities.

We are committed to continuing to support women at HP. In 2024, HP became a signatory of the Women Empowerment Principles, reinforcing our commitment to the United Nations' seven principles in support of gender equality and women's empowerment.

Employee survey results* diversity and inclusion

	2024
I feel HP values diversity.	93%
I can be myself at work.	89%

* Data refer to the percentage of HP 2024 VIA employee survey respondents who strongly agreed or agreed with each statement.

Business Resource Groups (BRGs)

HP's BRGs are employee-led communities that champion inclusion, foster belonging, and bring HP's global Inclusion strategy to life. Open to all employees, BRGs lead community outreach programs, support inclusive talent development, and help drive local hiring, career growth, and mentoring. They also organize campaigns that celebrate identity and belonging across HP.

In 2024, HP supported 141 BRGs across 39 countries, representing a wide range of communities—including Asian Americans and Pacific Islanders, Black/African Americans, Hispanic/Latino communities, people with disabilities, LGBTQ+ employees, veterans, women, and multicultural and multigenerational groups. Each BRG operates with a global-local model and is supported by dedicated leadership roles such as Global Chairs, Co-Chairs, and Communications and Finance Officers.

HP's BRGs are not only vital to employee engagement, they also contribute to business innovation and social impact. In recognition of these efforts, HP's Hispanic/Latino BRG received the BRG of the Year Award from the Society of Hispanic Professional Engineers (SHPE) in 2024, honoring its leadership in STEM outreach, inclusive hiring, and community engagement.

Inclusive Sourcing

As an industry leader, we take pride in recognizing the importance of inclusion in our supply chain. Our commitment to fostering an inclusive supplier base is rooted in our core values, and it plays a crucial role in driving innovation, strengthening our business, and supporting local communities.

In 2024, we continued to build a global comprehensive supplier inclusion program that focuses on supporting small businesses and companies owned by women, members of minority groups, veterans, service-disabled veterans, LGBTQ+ individuals, and aboriginal or Indigenous individuals. In the US, we spent a total of US$320 million with small businesses, US$169 million with minority-owned businesses, and US$96 million with women-owned businesses[14] in 2024 (see data). Our supplier inclusion program had an overall economic impact of US$830 million throughout the year.

This achievement is a testament to our unwavering commitment to promoting inclusion in our supply chain. By expanding our network of suppliers and fostering relationships with under-utilized businesses, we can access a broader range of talent, expertise, and innovation. This approach not only benefits our company but also contributes to the advancement of our communities and society as a whole.

To further strengthen our supplier inclusion program, we collaborated with various organizations and industry groups, such as the National Minority Supplier Development Council, the Women's Business Enterprise National Council, Disability:IN, tech:SCALE, and WEConnect International, in 2024.

Collaborating for an Inclusive Supply Chain

HP's commitment to supplier inclusion extends beyond our own operations and into our broader supply chain. We actively work alongside our suppliers to promote inclusive procurement practices that reflect our values and drive long-term success.

Small businesses play a critical role in fostering innovation, creating jobs, and driving economic growth. 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.

Through ongoing collaboration, we encourage suppliers to explore opportunities for engaging with small and underrepresented businesses, strengthening the overall supply ecosystem. We believe that fostering connections between large and small enterprises leads to greater innovation, supply chain resilience, and economic expansion.

By supporting partnerships that expand access and create new opportunities, we help cultivate a more resilient and innovative supply chain that benefits businesses, industries, and communities alike. Our approach ensures that companies of all sizes—including small businesses—have the resources, visibility, and support needed to thrive in an increasingly complex global marketplace.

By embedding these principles into our procurement strategy, HP remains dedicated to fostering a dynamic and equitable supply chain—one that drives innovation, strengthens business relationships, and contributes to economic empowerment on a broader scale.

In 2024, our allocatable indirect spend[15] with underrepresented suppliers through this program was more than US$300 million.

US$169M

spent with minority-owned businesses.

US$96M

spent with women-owned businesses.

3,804

jobs supported through HP's spending with underrepresented suppliers.

Economic impact summary of HP supplier inclusion program*

	2022	2023	2024
Overall economic impact (US$ million)**	877	878	830
Spending with small and under-utilized suppliers (US$ million)	489	514	447
Income earned by employees in the jobs supported by HP's supplier diversity program purchases (US$ million)	379	371	349
Jobs supported through HP's spending with under-utilized suppliers***	4,304	4,282	3,804
Federal, state, and local personal and corporate taxes generated (US$ million)	113	111	118

* 2022 and 2023 data are for the 12 months ending 30 June of the year noted. 2024 data are using our fiscal year, from Nov 1 to Oct 31. Figures are based on HP purchases in the United States and Puerto Rico from US-based businesses.

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

*** Including professional services, scientific services, technical services, computer and electronics manufacturing, real estate, and numerous other industries.

Our Communities

HP actively engages with leading industry organizations and conferences to promote inclusive representation in technology and engineering.

Broadening Representation in Technology

Organizations and conferences we engage with include:

- Disability:IN.
- Information Technology Senior Management Forum (ITSMF).
- National Association of Multicultural Engineering Program Advocates.
- National HBCU Business Deans Roundtable.
- National Society of Black Engineers.
- Out & Equal.
- Professional BusinessWomen of California.
- Society of Hispanic Professional Engineers.
- Society of Women Engineers.
- Hispanic Technology Executive Council.

Our long-standing partnerships help us attract talent with diverse backgrounds and experiences, drive professional development, bring innovation for our customers, and make an impact in the community.

In 2024, HP continued its partnership with SWE CPC membership, a strong presence at the WE23 National Conference, and multiple individual award recognitions. HP hosted four speaker sessions, an information session on emerging technologies, and celebrated four SWE award winners and 13 patent awardees.

HP participated in AfroTech 2024 with programming designed to support and elevate HP's Black/African American technologists through executive panels, innovation showcases, and community-building events. The conference provided employees with opportunities to engage in technology deep dives, network, and explore leadership pathways—reinforcing HP's focus on innovation and inclusive career growth.

HP works to inspire more women and members of racial/ethnic minorities to consider science, technology, engineering, and mathematics (STEM) education and careers. For example, we support organizations such as Girl Rising and blackcomputeHER. Our BRGs also host community events and partner with nonprofits such as Hiring Our Heroes, Hour of Code, and local Pride organizations.

We also partner with HBCUs to increase the representation of Black/African American engineers in the high-tech workforce. In 2024, we continued our HBCU Partnership Program, which includes an on-campus engagement plan with Prairie View A&M University, Texas Southern University, North Carolina A&T State University, Morgan State University, Morehouse College, Spelman College, and Clark Atlanta University.

Data

	Our employees* (percentage of total)		
	2022	**2023**	**2024**
Women employees			
Worldwide	37.6%	39.5%	39.6%
Women managers**			
Worldwide	31.0%	32.1%	31.9%
Women in leadership			
Executives reporting directly to the CEO	40.0%	38.5%	35.7%
Director level and above	33.3%	32.7%	33.7%
Women in technical roles			
IT and engineering	23.7%	24.1%	25.0%
Women in revenue-generating roles			
Sales roles (all levels)	28.6%	28.9%	28.9%
Global new hires, by gender			
Women	40.7%	44.6%	43.6%
Men	56.9%	52.7%	54.4%
Not disclosed/available	2.4%	2.8%	2.1%
Global new hires in technical roles, by gender			
Women	31.4%	31.2%	32.8%
Men	67.2%	66.3%	65.6%
Not disclosed/available	1.4%	2.5%	1.7%
US employees, by ethnicity			
White	61.2%	59.0%	58.0%
All minorities	32.5%	34.7%	35.9%
Black/African American	4.8%	4.9%	5.2%
Hispanic/Latin American	9.8%	10.3%	10.5%
Asian	14.6%	15.8%	16.4%
Native American	0.5%	0.5%	0.5%
Hawaiian/Pacific Islander	0.2%	0.3%	0.2%
Two or more races	2.5%	2.9%	3.1%
Not disclosed/available	6.2%	6.4%	6.1%

	Our employees* (percentage of total)		
	2022	**2023**	**2024**
US executives, by ethnicity***			
White	64.2%	63.7%	60.9%
All minorities	27.1%	28.6%	32.2%
Black/African American	4.4%	4.4%	5.8%
Hispanic/Latin American	7.0%	7.7%	8.5%
Asian	14.4%	15.4%	17.4%
Native American	0.4%	0.4%	0.0%
Hawaiian/Pacific Islander	0%	0%	0%
Two or more races	0.9%	0.7%	0.4%
Not disclosed/available	8.7%	7.7%	7.0%
US racial/ethnic minorities in technical roles			
IT and engineering	35.6%	37.9%	39.1%
US racial/ethnic minorities in revenue-generating roles			
Sales roles (all levels)	22.3%	22.6%	23.3%
US new hires, by ethnicity			
White	50.2%	53.2%	44.5%
All minorities	46.4%	44.1%	51.5%
Black/African American	7.8%	9.8%	9.9%
Hispanic/Latin American	10.3%	10.6%	11.0%
Asian	23.0%	19.4%	25.5%
Native American	0.2%	0.3%	0.3%
Hawaiian/Pacific Islander	0.6%	0.1%	0.4%
Two or more races	4.6%	3.8%	4.6%
Not disclosed/available	3.4%	2.7%	4.0%

* Employee data refer to regular full-time and part-time employees. Data are as of 31 October of the year reported. Employees self-identify gender and race. In some cases, segments do not add up to total due to rounding.

** Includes all management categories (supervisors, managers, directors, and executives).

*** As a percentage of US personnel with the title of executive, formerly called vice president.

	Board of Directors* (percentage of total)		
	2022	2023	2024
Women	46%	46%	54%
Racial/ethnic minorities	46%	46%	38%

* Board of Directors data for 2024 are as of 15 April 2025. Board of Directors data for 2023 are as of the conclusion of the 2023 annual meeting of stockholders on 24 April 2023. Board of Directors data for 2021 are as of the conclusion of the 2022 annual meeting of stockholders on 19 April 2022. Other data are as of 31 October of the year noted. Employee data refer to regular full-time and part-time employees.

World workforce (regular full time and part time) by age group, 2024*

	30 and under	31–50	51 and over
By job level			
Executives**	0.0%	36.4%	63.6%
Directors	0.1%	50.3%	49.7%
Managers***	1.0%	66.1%	32.8%
Professionals	13.7%	65.9%	20.4%
Other	30.6%	52.9%	16.5%
Total	**15.0%**	**63.2%**	**21.8%**
By function			
Engineering	10.2%	60.7%	29.2%
Sales	8.3%	60.8%	30.9%
Sales operations	19.3%	70.7%	10.0%
Services	15.0%	62.0%	23.0%
Supply chain and operations	23.2%	58.8%	18.1%
Other	15.8%	65.1%	19.2%
Total	**15.0%**	**63.2%**	**21.8%**

* 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, 2024*

	Men	Women	Undeclared/ Unknown	Total
Worldwide	32,779	21,679	334	54,792
Americas	12,682	8,008	91	20,781
Asia Pacific and Japan	12,514	8,405	52	20,971
Europe, Middle East, and Africa	7,583	5,266	191	13,040

* This table does not include 3,160 employees of certain majority-owned, consolidated subsidiaries, for which data were not available.

World workforce (regular full time and part time) by gender, 2024*

	Men	Women	Unknown
By job level			
Executives*	69.8%	30.2%	0.0%
Directors	65.1%	34.7%	0.2%
Managers**	67.8%	31.9%	0.3%
Professionals	60.7%	38.6%	0.7%
Other	50.7%	48.6%	0.7%
Total	**59.8%**	**39.6%**	**0.6%**
By function			
Engineering	74.9%	24.9%	0.2%
Sales	70.2%	28.9%	0.8%
Sales operations	40.5%	58.0%	1.5%
Services	66.4%	32.4%	1.2%
Supply chain and operations	42.8%	57.0%	0.2%
Other	57.3%	42.3%	0.4%
Total	**59.8%**	**39.6%**	**0.6%**

* Based on business unit, this includes up to four levels from the CEO. In some cases, segments do not add up to 100% due to rounding.
** This refers to people managers below director level.

Employees by employment type (regular full time and part time) and gender, 2024

	Women	%	Men	%	Undeclared	%	Total
Full time							
Executives*	111	30.3%	256	69.8%	0	0.0%	367
Directors	446	34.7%	838	65.1%	3	0.2%	1,287
Managers**	1,557	31.8%	3,327	67.9%	13	0.3%	4,897
Professionals	14,845	38.3%	23,623	61.0%	253	0.7%	38,721
Other	4,450	48.5%	4,660	50.8%	65	0.7%	9,175
Subtotal	21,409	39.3%	32,704	60.1%	334	0.6%	54,447
Part time							
Executives*	0	0.0%	1	100.0%	0	0.0%	1
Directors	1	50.0%	1	50.0%	0	0.0%	2
Managers**	9	81.8%	2	18.2%	0	0.0%	11
Professionals	236	77.1%	70	22.9%	0	0.0%	306
Other	24	96.0%	1	4.0%	0	0.0%	25
Subtotal	270	78.3%	75	22.0%	0	0.0%	345
Total* **	21,679	39.6%	32,779	59.8%	334	0.6%	54,792

* Based on business unit, this includes up to four levels from the CEO.

** This refers to people managers below director level.

*** This table does not include 3,160 employees of certain majority-owned, consolidated subsidiaries, for which data were not available.

Employee turnover rate

	2023	2024
Voluntary turnover rate		
Men	7.1%	5.8%
Women	10.8%	8.3%
Overall	8.5%	6.8%
Involuntary turnover rate		
Men	6.7%	4.7%
Women	4.6%	5.5%
Overall	5.9%	5.0%

Health and safety*

	2022	2023	2024
Lost workday case rate**			
Global	0.06	0.06	0.06
Americas	0.12	0.08	0.10
Europe, Middle East, and Africa	0.05	0.09	0.07
Asia Pacific and Japan	0.01	0.02	0.01
Leading causes of lost workdays (percentage of total)			
Slips, trips, and falls	27%	23%	24%
Automobile accidents	24%	14%	24%
Struck by/against/cut by	12%	26%	18%
Ergonomics—materials handling	24%	26%	26%
Overexertion—not materials handling	0%	9%	0%
Chemical incident	3%	3%	3%
Other	12%	0%	6%
Recordable incidence rate***			
Global	0.13	0.11	0.12
Americas	0.27	0.17	0.18
Europe, Middle East, and Africa	0.12	0.14	0.2
Asia Pacific and Japan	0.02	0.02	0.02
Leading causes of recordable incidents (with and without lost time) (percentage of total)			
Slips, trips, and falls	21%	24%	23%
Automobile accidents	17%	18%	13%
Struck by/against/cut by	20%	21%	25%
Ergonomics—materials handling	23%	29%	24%
Ergonomics—office environment	4%	0%	1%
Overexertion—not materials handling	5%	5%	0%
Chemical incident	5%	2%	3%
Burns or scalds	0%	0%	3%
Other	16%	0%	8%
Lost time injury severity rate******			
Global	2.83	0.65	1.35
Americas	7.25	0.98	2.48
Europe, Middle East, and Africa	0.26	0.49	1.44
Asia Pacific and Japan	0.71	0.42	0.19

* 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 US 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 US average in 2021 (the most recent data available) for the Computer and Peripheral Equipment Manufacturing industry (NAICS Code 33411) was 0.1. 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 US average in 2021 (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.

**** 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 US diverse suppliers

	2024	
	US$ million	% of qualified spend
Small businesses	320	9.7%
Minority-owned businesses	169	5.1%
Women-owned businesses	96	3.0%
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.

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, any statements regarding projections of net revenue, margins, expenses, effective tax rates, net earnings, net earnings per share, cash flows, benefit plan funding, deferred taxes, share repurchases, foreign currency exchange rates, or other financial items; any projections of the amount, timing, or impact of cost savings or restructuring and other charges, planned structural cost reductions, and productivity initiatives; any statements of the plans, strategies, and objectives of management for future operations, including, but not limited to, our business model and transformation, our sustainability goals, our go-to-market strategy, the execution of restructuring plans, and any resulting cost savings (including the fiscal 2023 plan), net revenue or profitability improvements, or other financial impacts; any statements concerning the expected development, demand, performance, market share, or competitive performance relating to products or services; any statements concerning potential supply constraints, component shortages, manufacturing disruptions, or logistics challenges; any statements regarding current or future macroeconomic trends or events, 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," "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, increases 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 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; the results of our restructuring plans (including the fiscal 2023 plan), including estimates and assumptions related to the cost (including any possible disruption of HP's business) and the anticipated benefits of our restructuring plans; the protection of HP's intellectual property assets, including intellectual property licensed from third parties; 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 or societal matters described or updated from time to time in HP's other filings with the US Securities and Exchange Commission (SEC). HP's fiscal 2023 plan includes HP's efforts to take advantage of future growth opportunities, including but not limited to investments to drive growth, investments in our people, improving product mix, driving structural cost savings, and other productivity measures. Structural cost savings represent gross reductions in costs driven by operational efficiency, digital transformation, and portfolio optimization. These initiatives include but are not limited to workforce reductions, platform simplification, programs consolidation, and productivity measures undertaken by HP, which HP expects to be sustainable in the longer term. These structural 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 structural 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, the market environment, and the 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 Report on Form 10-Q for the fiscal quarter ending 31 July 2025 , Annual Report on Form 10-K for the fiscal year ending 31 October 2025, 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 US or any other jurisdiction, or as used in the context of our financial statements and financial reporting or our reports filed with the US 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. 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.

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

- Climate Action Policy Position
- Environmental, Health, and Safety Policy
- Supplier Code of Conduct
- Supply Chain Social and Environmental Responsibility Policy
- Sustainable Paper and Wood Policy
- Student and Dispatch Worker Standard for Supplier Facilities in the People's Republic of China (PRC)
- Supplier Code of Conduct
- Contingent Worker Code of Conduct
- Supply Chain Foreign Migrant Worker Standard
- Supply Chain Social and Environmental Responsibility Policy
- Human Rights Policy
- Anti-Corruption Policy
- Corporate Governance Guidelines
- Global Business Amenities Policy
- Integrity at HP
- Partner Code of Conduct
- US Public Sector Code of Conduct

Advance Societal Impact

- Global Non-Discrimination Policy
- Harassment-Free Work Environment Policy
- Open Door Policy
- Global Charitable Contributions Policy

Independent Accountants' Review Report

To the Stockholders and the Board of Directors of HP Inc. We have reviewed HP Inc.'s ("HP") accompanying schedules of select sustainability information (the "Subject Matter") included in Appendix A and as presented in HP's 2024 Sustainable Impact Report for the year ended October 31, 2024 in accordance with the criteria also set forth in Appendix A (the "Criteria"). HP's 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 HP's 2024 Sustainable Impact 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 schedules of select sustainability information for the year ended October 31, 2024, in order for the schedules to be in accordance with the Criteria.

Ernst & Young LLP

July 10, 2025

Shape the future with confidence

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Appendix A – HP Inc. Schedules of Select Sustainability Information

Schedule of Select Environmental Metrics for the year ended October 31, 2024				
Indicator name	**Scope**	**Unit of measure**	**Reported value[1]**	**Criteria**
Scope 1 greenhouse gas ("GHG") emissions[2]	Global	Tonnes of carbon dioxide equivalents (tCO2e)	48,400	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 HP Inc.'s ("HP") Carbon Accounting Manual[3]
Scope 2 GHG emissions (location-based-method)[1]	Global	tCO2e	185,700	
Scope 2 GHG emissions (market-based-method)[1]	Global	tCO2e	79,200	
Total Scope 1 and Scope 2 GHG emissions (market-based-method)[1]	Global	tCO2e	127,600	
Scope 3 GHG emissions[1] - Total	Global	tCO2e	17,630,000	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 HP's Carbon Accounting Manual[2]
Scope 3 GHG emissions[1] - Category 1 – Purchased Goods and Services			12,115,000	
Scope 3 GHG emissions[1] - Category 2 – Capital Goods			54,000	
Scope 3 GHG emissions[1] - Category 3 – Fuel and Energy-Related Activities			50,000	
Scope 3 GHG emissions[1] - Category 4 & 9 – Upstream/Downstream Transportation & Distribution			577,000	
Scope 3 GHG emissions[1] - Category 5 – Waste Generated in Operations			De minimis[4]	
Scope 3 GHG emissions[1] - Category 6 – Business Travel			42,000	
Scope 3 GHG emissions[1] - Category 7 – Employee Commuting			108,000	
Scope 3 GHG emissions[1] - Category 8 – Upstream Leased Assets			De minimis[4]	
Scope 3 GHG emissions[1] - Category 10 – Processing of sold products			Not relevant[5]	
Scope 3 GHG emissions[1] - Category 11 – Use of Sold Products			4,362,000	
Scope 3 GHG emissions[1] - Category 12 – End-Of-Life Treatment of Sold Products			305,000	
Scope 3 GHG emissions[1] - Category 13 – Downstream Leased Assets			17,000	
Scope 3 GHG emissions[1] - Category 14 – Franchises			Not relevant[5]	
Scope 3 GHG emissions[1] - Category 15 – Investments			Not relevant[5]	

[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 HP Inc.'s 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=c08963338.

[4] De minimis values are less than 0.25% of total Scope 3 emissions. Refer to HP's Carbon Accounting Manual for further detail.

[5] Category 10 Processing of Sold Products, Category 14 Franchises, and Category 15 Investments are not relevant to HP. Refer to HP's Carbon Accounting Manual for further detail.

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Schedule of Select Environmental Metrics for the year ended October 31, 2024

Indicator name	Scope	Unit of measure	Reported value[1]	Criteria
Direct energy use in operations (corresponding to Scope 1 emissions)[6]	Global	MWh[7]	204,400	Total direct energy consumption as defined within and by HP management definitions disclosed in the 2024 Sustainable Impact Report. Significant contextual information necessary to understand how the data has been compiled have been disclosed.
Indirect energy use (corresponding to Scope 2 emissions)[8]	Global	MWh[7]	478,000	Total indirect energy consumption as defined within and by HP management definitions disclosed in the 2024 Sustainable Impact Report. Significant contextual information necessary to understand how the data has been compiled have been disclosed.
Voluntary purchases of renewable energy[9]	Global	MWh[7]	294,700	Total energy consumption within the organization from renewable sources as defined within and by HP management definitions disclosed in the 2024 Sustainable Impact Report. Significant contextual information necessary to understand how the data has been compiled have been disclosed.
Direct water withdrawal[10]	Global	Cubic meters[11]	2,250,000	Total water withdrawal presented as the total of surface water, ground water and third-party water as defined within and by HP management definitions disclosed in the 2024 Sustainable Impact Report. Significant contextual information necessary to understand how the data have been compiled have been disclosed [12].

6 Direct energy use refers to direct energy consumption in operations or facilities within HP's operational control, including natural gas, renewable energy generated on-site, diesel/oil/gas/Liquified Petroleum Gas, and transportation fleet, including vehicles and air, similar to the Scope 1 emissions boundary. Refrigerants and perfluorinated compounds are not applicable to the calculation of direct energy use, although they are included in the Scope 1 GHG emissions boundary.

7 Note that 1 MWh equates to 3,600 megajoules.

8 Indirect energy includes purchased electricity and steam consumed within operations or facilities within HP's operational control and does not include renewable energy purchases.

9 Voluntary purchases of renewable energy include the purchase of unbundled renewable energy credits (RECs), participation in utility green power programs and renewable energy contracted through energy providers.

10 Direct water withdrawal for HP operations includes water withdrawn for use in operations or facilities within HP's operational control and includes: 2,000 cubic meters of captured rain water (classified as surface water); 0 cubic meters of well water (classified as ground water); and 2,248,000 cubic meters of municipal water and NeWater, which is 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. De-watering 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 de-watering 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 Note that 1 cubic meter of water equates to 0.001 megaliters.

12 Relevant definitions, 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=c08963338

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Schedule of Supply Chain Audits, Assessments and Findings for the year ended October 31, 2024

Indicator name	Scope	Reported value	Criteria
Supplier audits and assessments completed, including percentage Responsible Business Alliance (RBA) Validated Assessment Program (VAP) audits	Global	In 2024, we completed 332 audits of production, nonproduction, and product transportation suppliers, and 34 other assessments of production suppliers. During the year, 86% of production supplier audits were third-party certified RBA VAP audits.	Production suppliers provide materials and components for product manufacturing and also assemble HP products. Product transportation suppliers provide services for the shipping and delivery of HP products. Nonproduction suppliers provide goods and services that do not go into the production of HP products (such as staffing, telecommunications, and travel). Audits of production suppliers, product transportation suppliers, suppliers supporting HP manufacturing, and HP manufacturing sites follow the RBA Code of Conduct Audit Protocol 7.1.2, or 8.0. Initial Audits that started after July 2023 used RBA Protocol 7.1.2 and Initial Audits that started after January 2024 used RBA Protocol 8.0. HP also participates in the RBA VAP, which uses independent external auditors to audit suppliers' social and environmental responsibility performance against HP Supplier Code of Conduct requirements. The number of audits reported includes those that begin during the reporting year and for which the audit report is received by November 19th of the subsequent fiscal year (e.g., received by November 19, 2024 for reports conducted during FY24). For FY23, the number of audits reported included those that begin during the reporting year and for which the audit report is received by February 15th of the subsequent fiscal year (e.g., received by February 15, 2024 for reports conducted during FY23). Audit reports received after this date are included in the following year's reported value. Other assessments include health and safety assessments, onboarding assessments, vulnerable worker group (student and foreign worker) assessments, Key Performance Indicator (KPI) validation assessments, and priority screening assessments.
Production supplier audit finding rate for major nonconformances and priority findings	Global	172 initial audits and full re-audits of production suppliers conducted in 2024 identified 3 immediate priority findings, equivalent to 0.02 per audit on average, and 945 other nonconformances[13], equivalent to 5.5 per audit on average.	Immediate priority findings are the most serious type of supplier nonconformance and require immediate action. These would include any priority nonconformances (as defined by the RBA VAP) identified related to the following topics: child labor, forced labor, severe forms of discrimination, health and safety issues posing immediate danger to life or risk of serious injury, perceived violation of environmental laws posing serious and immediate harm to the community, and falsified pay slips. Other nonconformances include all other priority nonconformances and all major nonconformances as defined by the RBA VAP.

[13] Other priority nonconformances and major nonconformances represent 3.3% and 96.7% of other nonconformances, respectively.

United Nations Sustainable Development Goals Index

At HP, 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:
Economic Opportunity and Digital/AI Skills; Community giving 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 employees: Health and safety; Our employees: Well-being; Product safety

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

HP's actions:
Economic Opportunity and Digital/AI Skills; Community giving 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:
Employee 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:
Carbon: Supply chain; Carbon: HP operations; Circularity: Products

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; Supplier inclusion; Economic Opportunity and Digital/AI Skills; Community giving 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:
Supplier diversity; Our communities; Economic Opportunity and Digital/AI Skills; Community giving and volunteerism

Goal 11: Make cities and human settlements inclusive, safe, resilient, and sustainable.

HP's actions:
Community giving 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; Forests

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; Carbon: Supply chain; Carbon: HP operations; Circularity: Products

Goal 14: Conserve and sustainably use the oceans, sea, 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:
Forests

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.

GRI Index

HP Inc. has reported in accordance with the GRI Standards for the period November 1, 2023 through October 31, 2024.

GRI 1: Foundation 2021

Disclosure	Location
GRI 2: General Disclosures 2021	
2-1 Organizational details	Pg. 5 HP 2024 10-K (page 5)
2-2 Entities included in the organization's sustainability reporting	HP 2024 10-K (page 5)
2-3 Reporting period, frequency and contact point	Pg. 4 General feedback
2-4 Restatements of information	Noted in sections as appropriate.
2-5 External assurance	Pg. 18, pg. 159
2-6 Activities, value chain and other business relationships	Pg. 5, pg. 12-13, pg. 39, pg. 70-72, pg. 77, pg. 95-97, pg. 159 HP 2024 10-K (pg. 5)
2-7 Employees	Pg. 151-153 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're looking to fill in these gaps and disclose this information in future reports.
2-8 Workers who are not employees	Pg. 151-153 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 non-employee workers under organizational control, along with notable fluctuations in their numbers, is unavailable for this report. We aspire to incorporate this information into future reports.
2-9 Governance structure and composition	Pg. 11, pg. 93-94 Governance: HP Board of Directors Corporate Governance Guidelines HP 2024 10-K (pg. 34) Nominating, Governance and Social Responsibility Committee Charter
2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines HP Proxy Statement (pg. 24)
2-11 Chair of the highest governance body	Governance: HP Board of Directors Corporate Governance Guidelines HP Proxy Statement (pg. 15)
2-12 Role of the highest governance body in overseeing the management of impacts	Pg. 11, pg. 94 Nominating, Governance and Social Responsibility Committee Charter
2-13 Delegation of responsibility for managing impacts	Pg. 11, pg. 94 HP Proxy Statement (pg. 14, 37, 38)
2-14 Role of the highest governance body in sustainability reporting	Pg. 11 HP Proxy Statement (pg. 29)
2-15 Conflicts of interest	Integrity at HP Corporate Governance Guidelines
2-16 Communication of critical concerns	Pg. 94, pg. 96, pg. 117-119, pg. 120-124 Contacting the Board
2-17 Collective knowledge of the highest governance body	Pg. 107 HP Proxy Statement (pg. 15)
2-18 Evaluation of the performance of the highest governance body	Pg. 11 HP Proxy Statement (pg. 25)
2-19 Remuneration policies	HP Proxy Statement (pg. 50-89)
2-20 Process to determine remuneration	HP Proxy Statement (pg. 50-89)
2-21 Annual total compensation ratio	Pg. 142 HP Proxy Statement (pg. 84)
2-22 Statement on sustainable development strategy	Pg. 3, pg. 10
2-23 Policy commitments	Pg. 92-126, pg. 158 HP Supply Chain and Environmental Responsibility Policy General Specification for the Environment

Disclosure	Location
2-24 Embedding policy commitments	Pg. 92-126, pg. 158 HP Supply Chain and Environmental Responsibility Policy General Specification for the Environment
2-25 Processes to remediate negative impacts	Pg. 92, pg. 117-124
2-26 Mechanisms for seeking advice and raising concerns	Pg. 92, pg. 117-124
2-27 Compliance with laws and regulations	Pg. 90 The Reporting Concerns section of this 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 of these concerns is subject to confidentiality constraints.
2-28 Membership associations	Pg. 97 Affiliations and Memberships
2-29 Approach to stakeholder engagement	Pg. 12-13, pg. 95-97
2-30 Collective bargaining agreements	Approximately 18,400 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 2021	
3-1 Process to determine material topics	Pg. 12-13, pg. 15 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	Pg. 16-17
GRI 200: Economic Standard Series	
GRI 201: Economic Performance 2016	
3-3 Management of material topics	Pg. 138 HP Fiscal 2024 Financial Outlook HP 2024 10-K (pg. 38)
201-1 Direct economic value generated and distributed	Pg. 5 HP 2024 10-K (pg. 38)
201-2 Financial implications and other risks and opportunities due to climate change	Pg. 73 HP 2024 10-K (pg. 26)
201-3 Defined benefit plan obligations and other retirement plans	HP 2024 10-K (pg. 35-67) HP Proxy Statement (pg. 66)
201-4 Financial assistance received from government	HP 2024 10-K (pg. 77)

Disclosure	Location
GRI 203: Indirect Economic Impacts 2016*	
3-3 Management of material topics	Pg. 128, pg. 130-134, pg. 148-149, pg. 138 HP Global Charitable Contributions Policy
203-1 Infrastructure investments and services supported	Pg. 69, pg. 148-149, pg. 130-134
203-2 Significant indirect economic impacts	Pg. 148-149, pg. 130-134 HP Global Charitable Contributions Policy
GRI 204: Procurement Practices 2016	
3-3 Management of material topics	Pg. 31, pg. 39, pg. 70-72, pg. 77, pg. 101-102, 148-149
204-1 Proportion of spending on local suppliers	This information is currently unavailable. We finalized our latest 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.
GRI 205: Anti-corruption 2016	
3-3 Management of material topics	Pg. 88-92 Anti-Corruption Policy Integrity at HP
205-1 Operations assessed for risks related to corruption	Pg. 90-91 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	Pg. 88, pg. 91
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 302: Energy 2016	
3-3 Management of material topics	Pg. 26-39, pg. 78-82, pg. 112-114, pg. 116 HP Circularity Accounting Manual HP Product Material Content Information
301-1 Materials used by weight or volume	Pg. 31-34, pg. 40-41
301-2 Recycled input materials used	Pg. 31-34, pg. 40-41
301-3 Reclaimed products and their packaging materials	Pg. 35-37, pg. 40-41
GRI 302: Energy 2016	
3-3 Management of material topics	Pg. 61-69, pg. 44-45, pg. 105

Disclosure	Location
302-1 Energy consumption within the organization	Pg. 61-69, pg. 83-84, HP Carbon Accounting Manual HP's 2024 CDP Climate Change Response
302-2 Energy consumption outside of the organization	Pg. 83-86 HP Carbon Accounting Manual HP's 2024 CDP Climate Change Response
302-3 Energy intensity	Pg. 61-69 HP Carbon Accounting Manual HP's 2024 CDP Climate Change Response
302-4 Reduction of energy consumption	Pg. 61-69 HP Carbon Accounting Manual HP's 2024 CDP Climate Change Response
302-5 Reductions in energy requirements of products and services	Pg. 44-45 HP Carbon Accounting Manual HP's 2024 CDP Climate Change Response
GRI 303: Water and Effluents 2018	
3-3 Management of material topics	Pg. 74-77, pg. 105 HP Water Accounting Manual HP's CDP Water Security Response
303-1 Interactions with water as a shared resource	Pg. 74-77 HP's CDP Water Security Response
303-2 Management of water discharge-related impacts	Pg. 74-77 HP Environmental, Health, and Safety Policy
303-3 Water withdrawal	Pg. 74-77, pg. 85 HP's CDP Water Security Response
303-4 Water discharge	Pg. 74-77, pg. 85 HP Water Accounting Manual HP's CDP Water Security Response
303-5 Water consumption	Pg. 74-77 HP Water Accounting Manual HP's CDP Water Security Response

Disclosure	Location
GRI 304: Biodiversity 2016	
3-3 Management of material topics	Pg. 78-82 HP Sustainable Paper and Wood Policy
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas, and areas of high biodiversity value outside protected areas	This information is currently unavailable. We finalized our latest 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.
304-2 Significant impacts of activities, products and services on biodiversity	This information is currently unavailable. We finalized our latest 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.
304-3 Habitats protected or restored	Pg. 78-82
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	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.
GRI 305: Emissions 2016	
3-3 Management of material topics	Pg. 44-45, pg. 61-72 HP Carbon Accounting Manual
305-1 Direct (Scope 1) GHG emissions	Pg. 62-69, pg. 83-84 HP Carbon Accounting Manual HP's 2024 CDP Climate Change Response
305-2 Energy indirect (Scope 2) GHG emissions	Pg. 62-69, pg. 83-84 HP Carbon Accounting Manual HP's 2024 CDP Climate Change Response
305-3 Other indirect (Scope 3) GHG emissions	Pg. 62-69, pg. 83-84 HP Carbon Accounting Manual HP's 2024 CDP Climate Change Response
305-4 GHG emissions intensity	HP's 2024 CDP Climate Change Response
305-5 Reduction of GHG emissions	Pg. 44-45, pg. 66-69 HP's 2024 CDP Climate Change Response
305-6 Emissions of ozone-depleting substances (ODS)	Pg. 83-84
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	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.

Disclosure	Location
GRI 306: Waste 2020	
3-3 Management of material topics	Pg. 26-28, pg. 31-34, pg. 36-39, pg. 69 Export of Electronic Waste to Developing Countries Policy
306-1 Waste generation and significant waste-related impacts	Pg. 26-28, pg. 31-34, pg. 36-39 Export of Electronic Waste to Developing Countries Policy
306-2 Management of significant waste-related impacts	Pg. 26-28, pg. 31-34, pg. 36-39, pg. 40-42, pg. 69, pg. 42 HP Circularity Accounting Manual
306-3 Waste generated	Pg. 31-39, pg. 40-42 HP Circularity Accounting Manual
306-4 Waste diverted from disposal	Pg. 31-42
306-5 Waste directed to disposal	Pg. 42
GRI 308: Supplier Environmental Assessment 2016	
3-3 Management of material topics	Pg. 38-39, pg. 70-72, pg. 77, pg. 105 HP Supplier Code of Conduct HP Supply Chain Social and Environmental Responsibility Policy
308-1 New suppliers that were screened using environmental criteria	Pg. 105
308-2 Negative environmental impacts in the supply chain and actions taken	Pg. 121-124
GRI 400: Social Standard Series	
GRI 401: Employment 2016	
3-3 Management of material topics	Pg. 139-145
401-1 New employee hires and employee turnover	Pg. 151-154
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 142
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 2016	
3-3 Management of material topics	Pg. 59-60, pg. 92, pg. 98-116
402-1 Minimum notice periods regarding operational changes	Pg. 103

Disclosure	Location
GRI 403: Occupational Health and Safety 2018	
3-3 Management of material topics	Pg. 144-145 HP Environmental, Health, and Safety Policy
403-1 Occupational health and safety management system	Pg. 144
403-2 Hazard identification, risk assessment, and incident investigation	Pg. 144
403-3 Occupational health services	Pg. 144, pg. 154
403-4 Worker participation, consultation, and communication on occupational health and safety	Pg. 118, pg. 144 HP Supplier Code of Conduct
403-5 Worker training on occupational health and safety	Pg. 144
403-6 Promotion of worker health	Pg. 145
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pg. 92, pg. 105-116
403-8 Workers covered by an occupational health and safety management system	Quantitative information of employees and workers who are not employees covered by an occupational health and safety management system is currently unavailable. We are exploring ways to disclose this data in future reports.
403-9 Work-related injuries	Pg. 144 The types of injury HP recorded in calendar year 2024 included head/neck (17% of the total), hands/wrists (18%), lower extremities (24%), arms/shoulders (3%), back (14%), and other (6%). Some injuries are classified using multiple injury types (18%). It is not practical to break down the injury data that HP reports by employment contract (employees and contractors that HP manages) or by gender. HP experienced zero fatalities for the years reported (Calendar year 2024). HP does not report absentee rate.
403-10 Work-related ill health	Pg. 144 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 2016	
3-3 Management of material topics	Pg. 96, pg. 140-141
404-1 Average hours of training per year per employee	Pg. 140-141
404-2 Programs for upgrading employee skills and transition assistance programs	Pg. 140-141
404-3 Percentage of employees receiving regular performance and career development reviews	Pg. 140-141

Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016*	
3-3 Management of material topics	Pg. 146-153 Open Door Policy
405-1 Diversity of governance bodies and employees	Pg. 146-153 HP Proxy Statement (pg. 13)
405-2 Ratio of basic salary and remuneration of women to men	Pg. 151-153 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 2016	
3-3 Management of material topics	Pg. 92, pg. 104, pg. 146-150
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 2016	
3-3 Management of material topics	Pg. 92 HP Supplier Code of Conduct HP Human Rights Policy
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	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.
GRI 408: Child Labor 2016	
3-3 Management of material topics	Pg. 92, pg. 110-114 HP Supplier Code of Conduct HP Human Rights Policy HP Modern Slavery Transparency Statement
408-1 Operations and suppliers at significant risk for incidents of child labor	Pg. 95-97, pg. 103-116, pg. 120-124

Disclosure	Location
GRI 409: Forced or Compulsory Labor 2016	
3-3 Management of material topics	Pg. 93-97, pg. 104, pg. 105-116, pg. 120-124 HP Supplier Code of Conduct HP Human Rights Policy HP Modern Slavery Transparency Statement
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Pg. 93-97, pg. 103-104, pg. 110-11, pg. 120-124 HP Supplier Code of Conduct HP Human Rights Policy HP Modern Slavery Transparency Statement
GRI 409: Forced or Compulsory Labor 2016	
3-3 Management of material topics	Pg. 104
410-1: Security personnel trained in human rights policies or procedures	Pg. 104
GRI 413: Local Communities 2016	
3-3 Management of material topics	Pg. 11-13, pg. 128-134
413-1 Operations with local community engagement, impact assessments, and development programs	Pg. 128-134
413-2 Operations with significant actual and potential negative impacts on local communities	Pg. 128-134 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 2016	
3-3 Management of material topics	Pg. 92, pg. 105 HP Supplier Code of Conduct HP Human Rights Policy HP Modern Slavery Transparency Statement
414-1: New suppliers that were screened using social criteria	Pg. 101-103, pg. 126
414-2: Negative social impacts in the supply chain and actions taken	Pg. 126

Disclosure	Location
GRI 415: Public Policy 2016	
3-3 Management of material topics	Pg. 138 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	Pg. 138
GRI 416: Customer Health and Safety 2016	
3-3 Management of material topics	Pg. 55-56
416-1 Assessment of the health and safety impacts of product and service categories	Pg. 55-56
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 2016	
3-3 Management of material topics	Pg. 46-54 Our Approach to Privacy HP US Privacy Statement
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pg. 49 HP US Privacy Statement

* Not material but relevant to some stakeholders.

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?	Pg. 10, pg.13, pg. 16-17 pg. 59, pg. 92-93, pg. 108, pg.125, HP Proxy Statement (pg. 38), HP Human Rights Policy, HP Modern Slavery Transparency Statement HP Proxy Statement HP Human Rights Policy HP Modern Slavery Transparency Statement
Policy commitment	A1.1	How has the public commitment been developed?	Pg. 11. pg. 12, pg. 16-17, pg. 92, pg. 94-102, pg. 104, pg. 105, pg. 115
Policy commitment	A1.2	Whose human rights does the public commitment address?	Pg. 16-17, pg. 92, pg. 93, pg. 98-102, pg. 104-116, HP Modern Slavery Transparency Statement HP Modern Slavery Transparency Statement
Policy commitment	A1.3	How is the public commitment disseminated?	Pg.93, pg. 94-96, pg. 105, pg. 107-108, pg. 110, pg. 125, HP Modern Slavery Transparency Statement, HP Supply Chain Social and Environmental Responsibility Policy, Integrity at HP, HP Supplier Code of Conduct HP Modern Slavery Transparency Statement Supply Chain Social and Environmental Responsibility Policy 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?	Pg. 11, pg. 16-17, pg. 92-94, HP Human Right Policy HP Human Rights Policy
Embedding respect	A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?	Pg. 94, pg. 107
Embedding respect	A2.2	What kinds of human rights issues are discussed by senior management and by the Board, and why?	Pg. 94, pg. 104, HP Modern Slavery Transparency Statement HP 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?	Pg. 88-90, pg. 94, pg. 95-96, pg. 106-108, pg. 117-118, pg. 125, HP Modern Slavery Statement, Integrity at HP HP Modern Slavery Transparency Statement Integrity at HP
Embedding respect	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?	Pg. 92-103, pg. 105-108, pg. 110, pg. 113-114, pg. 119, pg. 120-121, 125, HP Human Rights Policy, HP Modern Slavery Transparency Statement, HP Supply Chain Social and Environmental Responsibility Policy, HP Supplier Code of Conduct HP Human Rights Policy HP Modern Slavery Transparency Statement Supply Chain Social and Environmental Responsibility Policy HP Supplier Code of Conduct
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?	Pg. 100, pg. 103-106, HP Modern Slavery Transparency Statement HP 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.	Pg. 104
Determination of salient issues	B2	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	Pg. 98-104

Human rights topic	Section of the UNGPRF		Location
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.	Pg. 103, pg. 106, pg. 111, pg. 119, pg.
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.	HP Modern Slavery Transparency Statement
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?	Pg. 93, pg. 158 HP Human Rights Policy, HP Modern Slavery Transparency Statement, HP Supply Chain Social and Environmental Responsibility Policy HP Human Rights Policy HP Modern Slavery Transparency Statement Supply Chain Social and Environmental Responsibility Policy Contingent Worker Code of Conduct
Specific policies	C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	Pg. 95, pg. 96, pg. 105, pg. 107-108, HP Human Rights Policy, HP Modern Slavery Transparency Statement, HP Supply Chain Social and Environmental Responsibility Policy, Integrity at HP, HP Supplier Code of Conduct HP Human Rights Policy HP Modern Slavery Transparency Statement Supply Chain Social and Environmental Responsibility Policy Integrity at HP HP Supplier Code of Conduct

Human rights topic	Section of the UNGPRF		Location
Stakeholder engagement	C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	Pg. 95-97, pg. 98-106, pg. 110-116, pg. 125, HP Human Rights Policy, HP Modern Slavery Transparency Statement, HP Supply Chain Social and Environmental Responsibility Policy, Integrity at HP, HP Supplier Code of Conduct HP Human Rights Policy HP Modern Slavery Transparency Statement Supply Chain Social and Environmental Responsibility Policy Integrity at HP HP Supplier Code of Conduct
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?	Pg. 13-14, pg. 92-94, pg. 95-100, pg. 110-116, pg. 125, HP Human Rights Policy, HP Modern Slavery Transparency Statement, HP Supply Chain Social and Environmental Responsibility Policy, Integrity at HP, HP Supplier Code of Conduct HP Human Rights Policy HP Modern Slavery Transparency Statement Supply Chain Social and Environmental Responsibility Policy Integrity at HP HP Supplier Code of Conduct
Stakeholder engagement	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	Pg. 13, pg. 95-97, pg. 100, pg. 105-116, pg. 121-124, pg. 148, pg. HP Human Rights Policy 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?	Pg. 13, pg. 95-97, pg. 99-100, pg. 104, pg. 110-111, pg.113, pg.115-116, pg.
Assessing impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time?	Pg. 93, pg. 98-106, pg. 110, pg. 112-114, pg. 118
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?	Pg. 110, pg. 120-124, pg. 126, pg. 188-189
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?	Pg. 120-124, pg. 188-189, HP Modern Slavery Transparency Statement HP Modern Slavery Transparency Statement

Human rights topic	Section of the UNGPRF		Location
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?	Pg. 93-94, pg. 98-103, pg. 105-108, pg. 110-114, pg. 117-120
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?	Pg. 93-94
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?	Pg. 93-94, pg. 121-124, HP Human Rights Policy, HP Modern Slavery Transparency Statement HP Human Rights Policy HP 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?	Pg. 96-97, pg. 105-116
Tracking performance	C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	Pg. 105, pg. 120-124, pg.149
Tracking performance	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	Pg. 105, pg. 119, pg. 120-124, pg.149
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?	Pg. 93, pg. 95, pg. pg. 105, 117-119, HP Modern Slavery Transparency Statement HP Modern Slavery Transparency Statement
Remediation	C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	Pg. 117-118, pg. Integrity at HP, HP Supplier Code of Conduct Integrity at HP HP Supplier Code of Conduct
Remediation	C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	Pg. 107, pg. 118-119
Remediation	C6.3	How does the company process complaints and assess the effectiveness of outcomes?	Pg, 117-119
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?	Pg. 119, pg. 126
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?	Pg. 105, pg. 119-120

Endnotes

Sustainable Impact

1 Reported in accordance with Corporate Knights Sustainable Economy Taxonomy (v8.0), HP included revenue from products certified to eco labels (EPEAT® Gold/Silver, TCO, Blue Angel, 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.

Empower Customer Sustainability

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

2 Percentage of HP's total annual product and packaging content, by weight, that comes from recycled and renewable materials and reused products and parts. 2024 data do not include the following products or packaging for these products: some personal systems accessories and print accessories sold separately.

3 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 after-market 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® eco label criteria. Subject to relevant restrictions on the use and distribution of materials destined for recycling and/or recycled feedstocks..

4 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.

5 Zero-waste operations: Achieve 90% landfill diversion for non-hazardous 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.

6 Recycled plastic is expressed as a percentage of the total weight plastic. Postconsumer recycled content is based on the definition set in the EPEAT standard for imaging equipment, IEEE 1680.2.

7 Incorporation of a minimum of 5% of recycled metal, expected to be implemented in units manufactured after 1 April 2024. Recycled metal is expressed as a percentage of the total weight of the metal according to ISO 14021 definitions. This number is the minimum and may vary slightly due to manufacturing processes and material availability.

8 The HP DesignJet T200/T600 2025 Edition plotter series use EPS-free packaging with molded pulp cushions made from recycled fiber-based material. The plastic reduction is expressed as a percentage of the total packaging plastic weight. The reduction varies depending on the printer model, with at least a 53% reduction in the new 36-inch model and at least a 72% reduction in the new 24-inch model, compared with the previous T200/T600 models.

9 The percentage reductions in energy consumption are based on tests conducted by HP in 2024. Data based on the implementation of auto-scheduled on/off usage in various printer models, measured on a monthly basis. Actual savings may vary depending on the specific usage patterns, printer models, and environmental conditions.

10 UL ECOLOGO® Certified HP 712 inks meet a range of stringent human health and environmental considerations. For certifications, see http://www.ul.com/EL and http://www.ul.com/gg.

11 The T200/T600 is EPEAT Gold in the US and Canada and has achieved EPEAT Climate+. See www.epeat.net for registration status and tier levels by country.

12 The HP Envy 6100/6500 All-in-One Printer series and HP DeskJet Plus Ink Advantage 6100/6500 All-in-One Printer seriesare EPEAT Silver in the US. See www.epeat.net for registration status and tier levels by country.

13 Recycled plastic is expressed as a percentage of the total weight plastic. Postconsumer recycled content is based on the definition set in the EPEAT standard for imaging equipment, IEEE 1680.2.

14 HP 68e EvoMore Ink Cartridges have a lower carbon footprint compared with standard HP 68 Original Ink Cartridges when normalized to print 1,000 pages. Based on LCA study conforming to ISO 14040/44 and third-party verified. See EvoMore LCA report.

15 HP 68e EvoMore Original Ink Cartridges compared with HP 68 standard Original Ink Cartridges. Page yield tested in HP Envy 6155e All-in-One printer. Average continuous printing yield of black and composite (cyan/magenta/yellow) based on ISO/IEC 24711 or HP testing methodology. Actual yield varies considerably based on content of printed pages and other factors. For details, see hp.com/go/learnaboutsupplies.

16 HP 210/220/230 A/X cartridges for the HP CLJ Pro 4000 series are 30% smaller on average than the predecessor cartridge. Volume of HP TerraJet toner cartridges compared with predecessors. See hp.com/TerraJet/smaller.

17 Recycled plastic is expressed as a percentage of the total weight plastic. See hp.com/TerraJet/plasticreductions.

18 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.

19 Recycled metal is expressed as a percentage of the total weight of the metal according to ISO 14021 definitions for metal parts over 25 grams.

20 Percentage of ocean-bound plastic contained in each component varies by product. Ocean-bound plastic is expressed as a percentage of the total weight plastic and is based on the definition set by the UL2809 standard.

21 Recycled metal is expressed as a percentage of the total weight of the metal according to ISO 14021 definitions for metal parts over 25 grams.

22 Recycled plastic is expressed as a percentage of the total weight plastic. Postconsumer recycled is based on the definition set in the EPEAT standard for computers, IEEE 1680.1-2018 standard.

23 Based on US EPEAT® registration according to IEEE 1680.1-2018 EPEAT®. Status varies by country. Visit www.epeat.net for more information.

24 Recycled plastic is expressed as a percentage of the total weight plastic. Postconsumer recycled is based on the definition set in the EPEAT standard for computers, IEEE 1680.1-2018 standard.

25 Refurbished EliteBook 840 G7 has an estimated 72% lower carbon footprint compared with its new equivalent. All environmental impact calculations present in this report are based on life cycle assessments (LCAs) prepared in accordance with ISO 14040 & ISO 14044, have an element of uncertainty inherent in all LCAs, and are to be considered directional in nature. The product carbon footprint is based on global assumptions and a product lifespan of four years. Refurbished products are compared with new equivalent products.

26 HP Certified Refurbished models come with a one-year HP Limited Warranty (1/1/0) that covers parts and labor. Onsite service is not included. Additionally, support for Refurbished HP Printers is available as part of a Managed Print Services Contract.

27 Recycled metal is expressed as a percentage of the total weight of the metal according to ISO 14021 definitions for metal parts over 25 grams. Percentage of recycled glass in the monitor panel varies by product. Recycled glass is expressed as a percentage of the total weight of the glass. Percentage of ocean-bound plastic contained in each component varies by product. Ocean-bound plastic is expressed as a percentage of the total weight plastic. Ocean-bound plastic is based on the definition set by the UL2809 standard. Recycled plastic is expressed as a percentage of the total weight plastic. Postconsumer recycled is based on the definition set in the EPEAT standard for computers, IEEE 1680.1-2018 standard.

28 Recycled metal is expressed as a percentage of the total weight of the metal according to ISO 14021 definitions for metal parts over 25 grams.

29 Recycled plastic is expressed as a percentage of the total weight plastic. Postconsumer recycled is based on the definition set in the EPEAT standard for computers, IEEE 1680.1-2018 standard.

30 HP services are governed by the applicable HP terms and conditions of service provided during sign up; the service in FY24 is available only in the US.

31 The pilot was US-only and covered select HP 15 series and Pavilion notebooks that required an out-of-warranty repair.

32 Customer satisfaction survey was completed online by 169 individuals who used the service.

33 HP ITAD collects eligible device models after customer acceptance of model's fair market value; reuse rate is defined by each individual unit inspection.

34 HP Certified Refurbished Hardware includes cosmetic grading, functional testing, data wiping, re-imaging, and the use of HP OEM parts.

35 HP Certified Refurbished models come with a one-year HP Limited Warranty (1/1/0) that covers parts and labor. Onsite service is not included. Additionally, support for Refurbished HP Printers is available as part of a Managed Print Services Contract.

36 The 2024 partner network includes the following five organizations: Hewlett Packard Enterprise Financial Services (HPEFS), Close the Loop, Reconext, Foxway, and Itancia. These partners collectively cover operations across thirteen countries: US, UK, Sweden, Denmark, Norway, Finland, France, Germany, Spain, Poland, Estonia, Portugal, and Italy. This list is current as of 2024 and subject to change.

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

38 Refers to the estimated carbon emissions from the HP-branded fleet over the term of the MPS contract.

Endnotes

Empower Customer Sustainability continued

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

40 TCO Certified, Impacts and Insights—Circular IT Management in Practice, 9 June 2020.

41 https://ewastemonitor.info/the-global-e-waste-monitor-2024/.

42 Percentage of HP's total annual product and packaging content, by weight, that comes from recycled and renewable materials and reused products and parts. 2024 data do not include the following products or packaging for these products: some personal systems accessories and print accessories sold separately.

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

44 According to a 2022 McKinsey study : https://www.mckinsey.com/capabilities/operations/our-insights/product-sustainability-back-to-the-drawing-board.

45 Not all PC and Displays pass MIL STD 810.

46 https://h20195.www2.hp.com/v2/GetDocument.aspx?docname=4AA6-0823ENW.

47 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.

48 HP Certified Refurbished Hardware includes cosmetic grading, functional testing, data wiping, re-imaging, and the use of HP OEM parts.

49 Refurbished HP EliteBook 840 G5 and G6 product models come with a one-year HP Limited Warranty (1/1/0) that covers parts and labor. Onsite service is not included. HP Elitebook 800 G7 series and newer have a standard one-year warranty with additional support options available.

50 HP 210/220/230 A/X cartridges for the HP CLJ Pro 4000 series are 30% smaller on average than the predecessor cartridge. Volume of HP TerraJet toner cartridges compared with predecessors. See hp.com/TerraJet/smaller.

51 Plastic reduction of TerraJet toner cartridges calculated based on cartridge weight compared with predecessors. See hp.com/ TerraJet/plasticreductions.

52 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.

53 Absolute weight percentage excluding toner: 21% reused; 24% recycled Total: 45% reused/recycled.

54 A 2023 Four Elements Consulting Life Cycle Assessment (LCA) study, commissioned by HP, provides a comparative environmental assessment of an Original HP Toner Cartridge (CF226X) with an HP EvoCycle cartridge (CF226XR), utilizing the most current data on production practices, recycling, product quality, and usage trends (see hp.com/go/EMEA-EvoCycle-HP-2023). The LCA leverages a 2021 SpencerLab Reliability study, commissioned by HP, comparing Original HP CF226X toner cartridges with HP EvoCycle CF226XR toner cartridges. For details, see https://www.spencerlab.com/ reports/HP-EvoCycle2021.pdf. The LCA concludes that the HP EvoCycle has a 37% lower carbon footprint than the HP CF226X in the production phase and an 1.8% lower carbon footprint when looking at the entire life cycle of the cartridge.

55 Recycled plastic is expressed as a percentage of the total weight of plastic. Postconsumer recycled is based on the definition set in the EPEAT standard for imaging equipment, IEEE 1680.2.

56 Based on HP internal data collected in 2024 through connected presses reporting data.

57 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."

58 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.

59 2024 data do not include the following products or packaging for these products; some personal systems accessories and print accessories sold separately.

60 The results were not available at time of publication.

61 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).

62 Source: United Nations Environment Program.

63 Program availability varies. For details, see hp.com/recycle.

64 Calculation based on 16.9 ounce "single serve" bottled water containers.

65 Includes recycled plastic, metal, and fiber, renewable material in Packaging and HP brand-paper. Metric is calculated using definitions in the Circularity accounting manual.

66 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 after-market hardware accessories. Total recycled content plastic includes postconsumer recycled plastic, closed-loop plastic, and ocean-bound plastic used in HP products. Personal systems plastic is defined by EPEAT® eco label criteria. Subject to relevant restrictions on the use and distribution of materials destined for recycling and/or recycled feedstocks.

67 Recycled metal is expressed as a percentage of the total weight of the metal according to ISO 14021 definitions for metal parts over 25 grams.

68 Recycled plastic is expressed as a percentage of the total weight plastic. Postconsumer recycled is based on the definition set in the EPEAT standard for computers, IEEE 1680.1-2018 standard.

69 Forest Stewardship Council® (FSC) Certified, meaning all components of our packaging come from responsibly managed forests to provide environmental benefits.

70 Postconsumer recycled is based on the definition set in the EPEAT standard for imaging equipment, IEEE 1680.2, and is expressed as a percentage of the total weight of plastic.

71 Original HP 68e EvoMore Ink Cartridges contain at least 70% recycled content by weight of plastic. 88% of Original HP Ink Cartridges contain between 5-75% postconsumer recycled content. Does not include ink bottles or other products not listed. See http://hp.com/InkRecycledContent for list.

72 HP Envy 6500/6500e printers are made of at least 60% recycled plastic. Percentage of recycled plastic is calculated by plastic total weight.

73 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.

74 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.

75 The number of countries or territories where HP offers legislation-based and/or voluntary hardware take-back and recycling programs. Program availability varies. For details, see hp.com/recycle.

76 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.

77 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.

78 See hp.com/hprecycle for availability.

79 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.

80 Zero-waste operations: Achieve 90% landfill diversion for non-hazardous 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.

81 HP directly tracks nonhazardous waste data for the company's highest energy-consuming sites globally (19,145 tonnes in 2024), which account for 81% of HP's operational waste. These sites provide a representative sample of the main types of facilities in our portfolio from across the regions where we operate.

82 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 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.

83 HP services are governed by the applicable HP terms and conditions of service provided or indicated to the customer at the time of purchase. Customer may have additional statutory rights according to applicable local laws, and such rights are not in any way affected by the HP terms and conditions of service or the HP Limited Warranty provided with HP products.

84 There are two offset options available: HP's Carbon Neutral to the Door option covers carbon offsetting of material extraction, component and product manufacturing, and product logistics. HP's Lifecycle option covers everything in the Carbon Neutral to the Door option plus device usage based on a four-year life cycle for commercial HP notebooks and mobile workstations, and a five-year life cycle for commercial HP desktops, displays, and workstations, and end-of-service.

Endnotes

Empower Customer Sustainability continued

85 Life cycle assessments (LCAs) are validated by a third party to conform to ISO 14040 and ISO 14044, and are used by HP to understand the total carbon footprint for HP personal systems products. Using these data, along with the information unique to each customer (e.g., product ship-to location, product portfolio), we calculate the total carbon emissions for a customer's fleet. HP then purchases and retires carbon offsets procured through Climate Impact Partners, which certifies HP's Carbon Neutral Computing Services in accordance with its Carbon Neutral Protocol (https://www.carbonneutral.com/the-carbonneutral-protocol). Please review this document for complete details (https://www8.hp.com/h20195/v2/GetDocument.aspx?docname=c08430102).

86 The average energy consumption of HP products was estimated annually between 2019 and 2024 using high-volume products for all product lines including notebook, desktop, all-in-one, workstation, and thin client computers, as well as displays, and using energy consumption values in 115V due to ENERGY STAR being an NA-managed ecolabel. Averages are calculated using the most heavily loaded ENERGY STAR configuration as a representative for individual platforms, weighted by products sold.

87 Based on US EPEAT® registrations according to IEEE 1680.1-2018 EPEAT. EPEAT status varies by country. Visit www.epeat.net for more information.

88 Models of the HP Envy 6100/6500 series that are ENERGY STAR certified in North America are identified as HP Envy 6155e All-in-One Printer and HP Envy 6555e All-in-One Printer. Visit www.energystar.gov/productfinder for more information.

89 Original HP Ink Cartridge certification to UL 2801 demonstrates compliance with a range of multi-attribute, lifecycle-based criteria related to human health and environmental considerations. See UL.com/EL & KeypointIntelligence.com/HPInkUL.

90 HP 68e EvoMore Ink Cartridges have a lower carbon footprint compared with standard HP 68 Original Ink Cartridges when normalized to print 1,000 pages. Based on LCA study conforming to ISO 14040/44 and third-party verified. See EvoMore LCA report.

91 HP 68e EvoMore Original Ink Cartridges compared with HP 68 standard Original Ink Cartridges. Page yield tested in HP Envy 6155e All-in-One printer. Average continuous printing yield of black and composite (cyan/magenta/yellow) based on ISO/IEC 24711 or HP testing methodology. Actual yield varies considerably based on content of printed pages and other factors. For details, see hp.com/go/learnaboutsupplies.

92 The percentage reductions in energy consumption are based on tests conducted by HP in 2024. Data based on the implementation of auto-scheduled on/off usage in various printer models, measured on a monthly basis. Actual savings may vary depending on the specific usage patterns, printer models, and environmental conditions.

93 Electricity measurement indicates consistent consumption up to six-color prints at 120 meters/minute. The carbon footprint associated with electricity usage is unchanged regardless of the number of colors, ranging from one to six.

94 Based on HP analysis of customer operations data collected during 2023–2024, the number of jobs producible in one shift on an HP Indigo V12 Digital Press is two to four times higher than using a flexo press. This is due to the speed disparity between the HP Indigo V12 Digital Press and average flexo presses, as well as higher HP Indigo V12 Digital Press utilization.

95 HP analysis of customer operations data, as well as HP financial analysis, shows that the production of 200 jobs/month on a flexo press can generate about 13,000 square meters of media waste. By shifting jobs from analog to digital, the HP Indigo V12 Digital Press reduces waste substantially compared to flexo printing.

96 Statistic of 15–20% less ink was generated using the Ink Estimator.

97 Presses using B60 HP Brilliant Ink should be able to run faster or use lower dryer settings to achieve the same page output on inkjet media. Minimal optimizer needed for ColorPRO media.

98 As of January 2025.

99 As of January 2025.

100 Original HP Ink Cartridge certification to UL 2801 demonstrates compliance with a range of multi-attribute, life cycle–based criteria related to human health and environmental considerations. May vary by product; see UL.com/EL and KeypointIntelligence.com/HPInkUL for list.

101 Amazon Climate Pledge Friendly products are certified by one of the sustainability certifications featured at amazon.com/climatepledge or by Amazon's own certifications. See https://www.amazon.com/b?node=21221608011 for full list.

102 HP Auto-On/Auto-Off Technology capabilities subject to printer and settings; may require a firmware upgrade.

103 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.

104 UL ECOLOGO® Certification to UL 2801 demonstrates that an ink meets a range of multi-attribute, life cycle–based criteria related to human health and environmental considerations (see https://www.ul.com/EL).

105 Applicable to select HP inks. UL ECOLOGO® Certified inks meet a range of stringent human health and environmental considerations. For certifications, see https://www.ul.com/EL and https://www.ul.com/gg.

106 GREENGUARD Gold certification to UL 2818 demonstrates that products are certified to GREENGUARD standards for low chemical emissions into indoor air during product usage. For more information, visit ul.com/gg.

107 See https://www.epeat.net for registration status and tier levels by country.

108 December 2022 to December 2024.

109 "World's most secure PCs and workstations" is based on HP's unique and comprehensive security capabilities at no additional cost among vendors on HP Elite PCs and HP Workstations with Windows and 8th Gen and higher Intel® processors or AMD Ryzen™ 4000 processors and higher; HP ProDesk 600 G6 with Intel 10th Gen and higher processors; and HP ProBook 600 with AMD Ryzen 4000 or Intel 11th Gen processors and higher.

110 HP Sure Click Enterprise is sold separately. Supported attachments include Microsoft Office (Word, Excel, PowerPoint) and PDF files, when Microsoft Office or Adobe Acrobat are installed. For full system requirements, visit HP Sure Access Enterprise and HP Sure Click Enterprise system requirements.

111 HP Sure Access Enterprise is sold separately. Visit our website for full system requirements.

112 HP's most advanced embedded security features are available on HP Managed and Enterprise devices with HP FutureSmart firmware 4.5 or above. Claim based on HP review of published features as of May 2024 of competitive in-class printers. Only HP offers a combination of security features to automatically detect, stop, and recover from attacks with a self-healing reboot, in alignment with NIST SP 800-193 guidelines for device cyber resiliency. For a list of compatible products, visit: http://hp.com/go/PrintersThatProtect. For more information, visit: https://www.hp.com/us-en/security/print-security/claims.html.

113 Memory Shield™ is available on the HP Color/Mono LaserJet Enterprise M400 series, the HP Mono/Color LaserJet E40000 series and any future HP Enterprise LaserJet devices running FS 5.4 or later.

114 HP Security Manager must be purchased separately. For details, see hp.com/go/securitymanager.

115 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.

116 2024 WKI Emissions Testing study, commissioned by HP, in compliance with Blue Angel protocol DE-UZ 219: 50 non-HP (34 imitation and 16 remanufactured) toner cartridge brands compatible with HP LaserJet Pro M404dn and M405dw purchased in Australia, China, France, Germany, Italy, Mexico, Netherlands, Poland, Singapore, South Korea, Spain, Switzerland, Thailand, the UK, and the US. See HP.com/go/IAQnonhpWKI2024.

117 HP Latex Inks were tested for hazardous air pollutants, as defined in the Clean Air Act, per US Environmental Protection Agency Method 311 (testing conducted in 2013), and none were detected.

118 Water-based HP Latex Inks are not classified as flammable or combustible liquids under the US 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).

119 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. See https://lkc.hp.com/storage/app/uploads/public/65d/e0a/c9e/65de0ac9e4bef955846714.pdf.

120 According to the World Health Organization (WHO).

121 Our programs aim to accelerate digital equity through providing access to at least one of the following: hardware, connectivity, content, or digital literacy.

Transform HP's Value Chain

1 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.

2 Fiber by weight will be certified to third-party standard, with preference to FSCs, or recycled.

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

4 During 2024, HP-brand paper and paper-based packaging for home and office printers and supplies, PCs, and displays equaled 8% of our fiber footprint. We calculate the annual tonnage for paper used in our products and print services that will be addressed through projects with civil society forestry organizations to counteract possible deforestation by taking the estimated total annual tonnage of paper consumed in the use of our printing products and print services minus the weight of such paper that we mitigate through our responsible sourcing programs. See the HP Forest positive accounting manual.

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

6 Excludes new hires joining HP after 1 January 2024 (although all new hires are given 30 days to complete Integrity at HP New Hire training as part of their mandatory onboarding process).

7 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 is based on a different methodology.

8 "Tonnes" refers to metric tons.

9 Historical HP Carbon Accounting Manual and Water Accounting Manual are available here.

10 HP's climate risk assessment and other policies have been refreshed after customer data platform (CDP) submission in July 2024.

Endnotes

Transform HP's Value Chain continued

11 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 2024 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, liquid 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 2022-2024 uses the market-based method. In the data summary, we also include 2022-2024 data using the location-based method.

12 HP's climate risk assessment and other policies have been refreshed after the Carbon Disclosure Project (CDP) submission in July 2024.

13 This updated goal was validated by SBTi .

14 As applicable, HP uses RECs in Canada and the US, GOs in most European countries, and I-RECs in most Asian countries and other countries not covered by RECs and GOs.

15 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.

16 This includes BREEAM International Refurbishment and Fit Out (RFO). Learn more.

17 Check United Airlines SAF program website for more information.

18 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.

19 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 include supplier reporting through 2023, the most recent data set available.

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

21 HP estimates supplier GHG emissions avoided based on supplier-reported energy savings from specific energy-efficiency projects (compared to 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.

22 See HP's total water footprint data here.

23 Goal is to reduce potable water withdrawal in global operations by 35% by 2025, compared with 2015, focusing on high-risk sites.

24 US 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.

25 Direct consumption data for HP operations are 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 2023 intensity factors for 2024 water calculations.

26 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.

27 NEWater (ultrapurified wastewater used in manufacturing operations, landscaping, and graywater plumbing in Singapore) is currently our only reused source.

28 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.

29 https://files.ipbes.net/ipbes-web-prod-public-files/inline/files/ipbes_global_assessment_report_summary_for_policymakers.pdf.

30 Based on unique number of products offered in the LaserJet Pro and Enterprise portfolio shipped in 2024.

31 Based on unique number of products offered in the LaserJet Pro and Enterprise portfolio shipped in 2024.

32 All Enterprise products support server-based Pull or Personal Identification Number (PIN) released print; select Pro and Laser products support physical hardware based PIN number released print.

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

34 2024 North America Four Elements Consulting LCA study, commissioned by HP, compared Original HP 58A toner cartridges with six brands of non-HP toner cartridges across eight environmental impact categories. See www.HP.com/go/NA-LCA-nonHP-202.

35 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.

36 Wood was added to the commitment in 2019 due to wood now being used in some HP products.

37 As defined according to the Accountability Framework Initiative.

38 HP trademark license code FSC-C017543; see fsc.org. Not all FSC-certified products are available in all regions; look for logo on pack.

39 https://www.un.org/development/desa/en/news/forest/forests-a-lifeline-for-people-and-planet.html#:~:text=Over%201.6%20billion%20people%20depend,one%20way%20or%20the%20other.

40 https://www.worldwildlife.org/press-releases/wwf-launches-forests-forward-a-global-program-to-help-companies-deliver-lasting-science-driven-strategies-to-benefit-nature-climate-and-people.

41 https://explorer.land/p/organization/hp/forests-forward.

42 https://science.time.com/2011/02/02/the-top-10-most-endangered-forests/.

43 https://www.worldwildlife.org/pages/madre-de-dios-peru#:~:text=%C2%A9%20Andr%C3%A9%20B%C3%A4rtschi%20/%20WWF,148%2C000%20acres%20(60%2C000%20hectares).

44 https://www.acf.org.au/greater-glider#:~:text=Is%20the%20greater%20glider%20endangered,80%25%20in%20just%2020%20years.

45 https://www.acf.org.au/koala.

46 Excludes new hires joining HP after 1 January 2024 (although all new hires are given 30 days to complete Integrity at HP New Hire training as part of their mandatory onboarding process).

47 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.

48 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, which 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 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.

49 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.

50 "Conflict minerals" refers to the mineral precursors of the metals tantalum, tin, tungsten, and gold (3TG) as defined in the US 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.

51 Immediate priority findings (three in 2024) 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. Prior to 2020, we reported other priority nonconformances and major nonconformances together as major nonconformances. Starting in 2020, to more fully align with RBA Protocol 6.0 definitions, HP began distinguishing other priority nonconformances from major nonconformances and referring to those as "other nonconformances." In 2024, the 945 other nonconformances identified 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.

Endnotes

Advance Societal Impact

1 The digital equity strategy has been tightened to align with HP's business strategy on leading the Future of Work. Starting Fiscal Year (FY)25 Quarter (Q)2 all digital equity program and partnerships will focus on equipping disconnected adolescents and adults with critical skills needed for the Future of Work.

2 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 include a small amount of 2023 data that was not available at the time of publication of the 2023 HP Sustainable Impact Report.

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

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

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

6 Hourly rate is based on type of volunteering: US$220/hour for board, service corporations, pro bono, and skills based; US$33.49/hour for hands-on and undetermined. Valuation of non-US volunteering hours is adjusted using World Bank data for purchasing power differences across countries.

7 Data refers to the percentage of HP 2024 VIA employee survey respondents who agreed or strongly agreed with the statement.

8 HP has established strategic partnerships with educational institutions to provide development for our employees. Additionally, HP sponsors employees and leaders to participate in external diverse educational institutions such as Information Technology Senior Management Forum (ITSMF), HITEC, McKinsey Leadership Academy, and professional organizations like the Society of Women Engineers. Over 570 HP employees participate in a range of degree programs offered by educational institutions in their respective region.

9 HP develops Future Ready employees through targeted talent strategies and portfolios based on a systematic approach to gather and analyze skills data and insights across the organization—via its suite of AI platforms such as Career Hub and EGT—to identify some of the strategic training needs.

10 In the US, 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.

11 In the US, 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.

12 Data refer to the percentage of HP 2024 VIA employee survey respondents who strongly agreed or agreed with the statement.

13 During calendar year 2024, HP documented 71 recordable incidents, 34 lost workday cases, and 778 lost workdays.

14 Data are for the 12 months ending 30 June of the year noted. Figures are for purchases in the US and Puerto Rico from US-based businesses. Suppliers may be included in multiple categories.

15 HP's allocatable indirect spend is calculated based on suppliers' spending with diverse suppliers and their dollar volume of HP business compared with their total revenue.