HP Go Beyond

2022 HP Sustainable Impact Report Executive Summary

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Key facts

Enrique Lores
President and Chief Executive Officer, HP Inc.

Chip Bergh
Chairman of the Board

Corporate HQ
in Palo Alto, California, United States

Incorporated
in the State of Delaware, United States

180+
countries in which HP operates

58,000
employees globally[1] (50,800 excluding Poly)

Ticker symbol HPQ
on the New York Stock Exchange

Fortune 100
company

Strategy: Building a stronger HP

Financial — Delivering long-term sustainable growth

Sustainable Impact — Become the most sustainable and just IT company; focus on Climate Action, Human Rights, and Digital Equity

Portfolio — Build a more growth-oriented portfolio, while we continue to lead decisively in our core businesses

Transform/digital — Become a more digital company to streamline operations and enable new customer value propositions

Talent & culture — A school for leaders built on Agility, Customer Centricity, and Ambition

Fiscal year 2022 highlights

US$63.0 billion
in net revenue

28,000+
patents[2]

US$4.5 billion
of net cash provided by operations

US$1.6 billion
R&D spend

US$5.3 billion
returned to stockholders in the form of share repurchases and dividends

See our full financial performance.

*As we are in the process of integrating Poly, the ESG metrics in this report do not include the impact of Poly, unless otherwise stated.

Cover image: HP's IDEA program aims to upskill and empower teachers through development workshops.

Go Beyond

Bill and Dave brought a thoughtful mindset to business. In order to solve the problem we need to truly understand it; that we need to address challenges and fix systems, not just symptoms. Most importantly, everything in that system is interconnected; that we don't stop at upgrading one component—we need to upgrade in tandem.

When it comes to solving the biggest challenges we face today, it is so easy to over-simplify. We reduce things down to a box to tick.

HP believes there has to be a better way. A smarter way. A more responsible way. A way that takes into account everything is interconnected. That reducing your harm is part of it, but we must think beyond it.

That in order to take on big, expansive issues, we need big, expansive solutions. Solutions that tackle things holistically.

That go beyond the paradigm.

Simply put—we must Go Beyond.

HP's founders Bill Hewlett and Dave Packard.

About this report

Since 2001, HP has provided in-depth information on its social and environmental progress to stakeholders, including customers, industry analysts, investors, employees, and others.
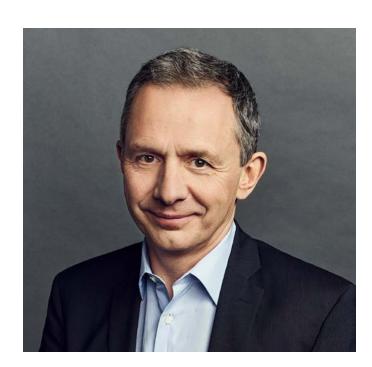
This executive summary, as well as our full 2022 HP Sustainable Impact Report, covers HP's Sustainable Impact policies, programs, goals, and progress. These documents include HP's performance data through fiscal year 2022 (which ended October 31, 2022), unless stated otherwise.

In addition to our Sustainable Impact Report, we share information on our programs and progress on our Sustainable Impact website.

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Letter from our President and CEO

For more than 80 years, HP has prided itself on being a high-performance, purpose-driven company that, through the technology we create and the values we uphold, contributes to a better future.

I am immensely proud of the work our teams are doing to carry on these values. It's not always been easy, and we don't always get it right. No company does. But we are making steady progress, knowing that the long-term success of our business depends upon the wellbeing of the people and communities we serve.

This mindset was instilled in the culture of HP by our founders and today, it has never been more important. Because when you think about the sheer scale of the challenges we face—from the growing threats of climate change to persistent inequality—it's clear we have a lot more work ahead.

That's why, at HP, we don't treat Sustainable Impact as a separate initiative. It's deeply embedded into how we run the company—from the way we design, manufacture and distribute our products, to the services and solutions we create to meet changing customer needs, to the investments we make to help people reach their full potential.

We're constantly pushing ourselves to challenge the status quo and lead our industry forward. And we're holding ourselves accountable, which is why every member of our executive leadership team is responsible for achieving specific goals each year.

Make no mistake: this work isn't just good for the world, it's good for our business. In 2022, more than 60% of our revenue met the Corporate Knights standard for sustainable revenue. This reflects the continued trend of customers choosing products and services that help reduce environmental impact—a trend we expect will only accelerate.

As a company, this makes our Climate Action, Human Rights and Digital Equity initiatives all the more important. Two years ago, we announced one of the industry's most ambitious environmental and social impact agendas. Now, in our 22nd annual Sustainable Impact Report, I'm pleased to share how we are building on them.

Becoming More Sustainable & Just

HP is taking urgent and decisive action to achieve net-zero carbon emissions across our entire value chain, give back more to forests than we take, and innovate our products and services for a more circular economy. This starts with what we sell, and I'm proud that more than 95% of home and office printers, laptops, notebooks, displays, and workstations shipped to customers in 2022 included recycled materials.

Importantly, we're not just accounting for our own footprint. We are going beyond by reducing our Scope 3 emissions. We have helped our suppliers cut their own carbon emissions by 1.7 million tonnes, and more than 3,500 of our channel partners across 40 countries have made their own sustainability commitments through our HP Amplify Impact program.

As we work to protect our planet, we're also empowering people—both inside HP and across our communities. In the U.S., 46% of our new hires in 2022 self-identified as ethnic or racial minorities. Ultimately, we believe companies perform at their best when they attract diverse talent from all walks of life. And by helping people to reach their full potential while protecting human rights across our supply chain, we can help build stronger communities, societies, and economies.

This includes helping to close the digital divide. While the digital economy holds promise for so many people around the world, it also threatens to leave billions behind. That's why we're working to expand access to technology while creating training, curriculum and partnerships that empower underserved communities. Overall, we have now accelerated digital equity for 21 million people. That's up four-fold since 2021 as we work toward our goal of 150 million by 2030.

This report provides a deeper look at each of these efforts. You will see areas where we're doing well, and others where we need to improve. This is not about patting ourselves on the back—it's about being transparent and outlining the steps we are taking to continue our progress.

HP has never been a company that shies away from challenges. It's one that creates solutions beyond what we previously thought possible. And by harnessing that same spirit of innovation, we can keep changing the world for the better.

Saludos,

Enrique Lores
President and CEO

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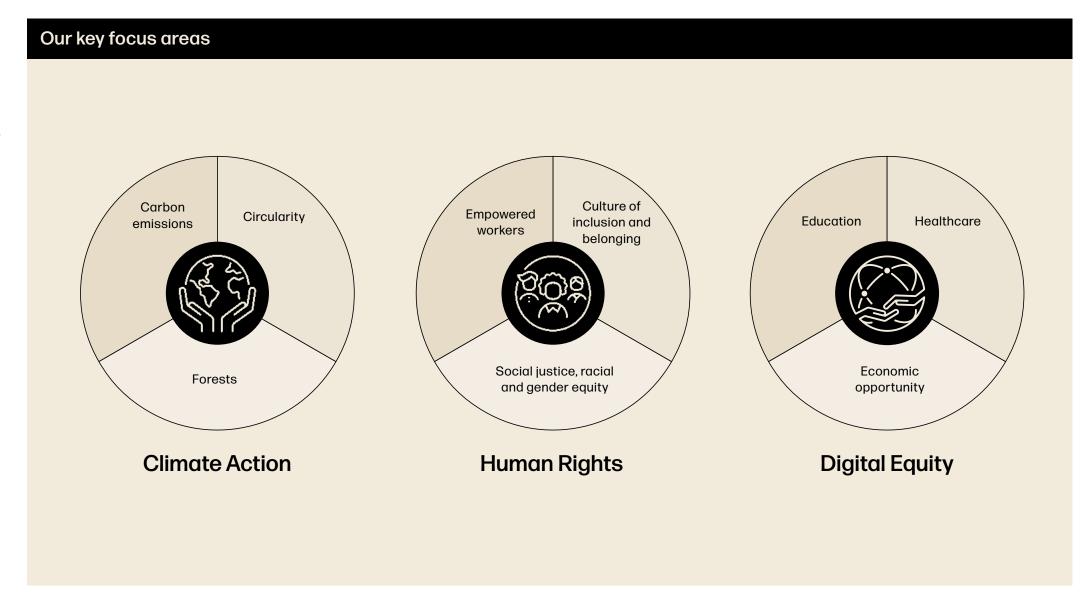Products and
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Sustainable Impact strategy

HP aims to be the world's most sustainable and just technology company.

Sustainable Impact is at the heart of HP's business strategy. Across our three pillars of Climate Action, Human Rights, and Digital Equity, it connects us to the most pressing issues of our time. Rooted in science, our strategy prioritizes the areas where HP's technology, talent, and platform can make the most positive impact. Above all, it supports a culture that integrates purpose throughout our business.

We know we must stand for more than the products we sell, which is why Sustainable Impact is both a business imperative and a key differentiator for HP. We focus on doing the right thing, even when it is difficult, to deliver lasting value through the power of our technology. HP's sustainable revenue in 2022 represented more than 60% of total revenue, reported in accordance with the Corporate Knights Sustainable Economy Taxonomy,[3] which defines sustainable revenue as revenue from products and services that help reduce environmental impacts.

Our key focus areas

Climate Action

Carbon emissions · Circularity · Forests

Human Rights

Empowered workers · Culture of inclusion and belonging · Social justice, racial and gender equity

Digital Equity

Education · Healthcare · Economic opportunity

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1.1 million MWh

of renewable electricity attribute certificates purchased by HP and our suppliers during 2022, covering the majority of our highest-impact final assembly sites in China

43%

of HP production suppliers by spend participating in Science Based Targets initiative (23% validated by the SBTi and 20% evaluated by HP)

Nearly two million trees

planted with partners like the Arbor Day Foundation, WWF, and Conservation International. We more than doubled the area of forest under responsible management year over year, to a total of 33,460 hectares[4]

1 billion+

HP print cartridges have been returned to the HP Planet Partners recycling program as of December 31, 2022

Human Rights

Suppliers representing

95%

of HP's total production supplier spend have gone through social and environmental assessments

46,000

workers reached through capability-building programs

US$423 million

spent in the United States with small businesses, US$87 million with minority-owned businesses, and US$115 million with women-owned businesses[5]

46.4%

of our U.S. hires were from racial/ethnic minorities, and overall, 67% of our U.S. hires were from underrepresented groups, including women, racial/ethnic minorities, people with disabilities, and military veterans

Digital Equity and philanthropy

7.4 million+

students and teachers equipped with technology solutions in India, Nigeria, and the United States through our partnership with Girl Rising

2.9 million+

children reached through 342 books produced in partnership with NABU at the HP Creative Lab at the Kigali Public Library in Rwanda

US$3.3 million

and 76,000 laptops donated to support refugees displaced because of Russia's invasion of Ukraine

258,000 hours

contributed by 15,600 employees in 60 countries during 2022, with a value of US$16.17 million, up about 90% compared to 2021[6]

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Climate Action

HP employee tending a hydroponic farm at one of our facilities in Singapore.

Our mission

Taking urgent and decisive action to achieve net zero carbon emissions across our entire value chain, give back more to forests than we take, and innovate our products and services for a more circular economy.

HP has a long-standing history of acting to protect the climate. Our ambitious, science-based goals are designed to combat climate change by focusing on greenhouse gas (GHG) emissions, product circularity, and forests.

We aim to decouple growth from emissions and resource consumption, drive innovation, and transform our business models. To decarbonize our supply chain, we encourage suppliers to set and meet their own science-based targets. At our facilities, we work to reduce energy use, increase efficiency, and source renewable energy. By shifting toward circular design, we are working to increase value for customers while reducing environmental impacts.

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Our goals and progress in 2022

Goal	Goal progress	Progress in 2022	SDGs
Carbon emissions			
Reduce HP value chain GHG emissions by 50% by 2030 (compared to 2019), and achieve net zero emissions by 2040[7]	▬▬▬▭▭▭	HP's carbon footprint of 26,899,500 tonnes of CO_2e was 18% less than in 2019. Learn more.	13
Reduce Scope 1 and Scope 2 GHG emissions from global operations by 65% by 2025, compared to 2015[8]	▬▬▬▬▬▭	HP's global operations produced 151,500 tonnes of Scope 1 and Scope 2 CO_2e emissions, 61% less than our 2015 baseline. Learn more.	13
Use 100% renewable electricity in our operations by 2025	▬▬▬▭▭▭	HP's global operations procured and generated 270,585 MWh of renewable electricity and attributes, equivalent to 55% of our global electricity consumption. Learn more.	7, 13
Circularity			
Reach 75% circularity for products and packaging, by 2030[9]	▬▬▬▭▭▭	Reached 40% circularity, by weight.[10] Learn more.	12
Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016	▬▬▬▬▭▭	Recycled 879,100 tonnes. Learn more.	12
Use 30% postconsumer recycled content plastic across HP's personal systems and print product portfolio by 2025[11]	▬▬▭▭▭▭	In 2022, we used 32,200 tonnes of postconsumer recycled content plastic in HP products—equivalent to 15% achieved. Learn more.	12, 14
Eliminate 75% of single-use plastic packaging by 2025, compared to 2018[12]	▬▬▬▬▭▭	55% reduction, from an average of 221 grams/unit in 2018 to 99 grams/unit in 2022. Learn more.	12, 14
Reach zero waste in HP operations by 2025[13]	▬▬▬▬▬▭	In 2022, we achieved an 87.7% landfill diversion rate globally. Learn more.	12
Forests			
Counteract deforestation for non-HP paper used in our products and print services by 2030[14] 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[15]	Counteracting non-HP paper: ▬▬▭▭▭▭ Sustainable sourcing: ▬▬▬▬▬▬	During the year, we addressed 32% of our total fiber footprint for paper used in our products and print services.[16, 17] Learn more.	13, 15
Water			
Reduce potable water withdrawal in global operations by 35% by 2025, compared to 2015, focusing on high-risk sites	▬▬▬▬▬▬	HP withdrew 1,946,000 cubic meters of potable water across global operations in 2022, 39% less than in 2015, while continuing to make progress on risk reduction. Learn more.	6, 12

Working to counteract deforestation

Once the second largest forest in the world, the Atlantic Forest in Brazil is a richly biodiverse region, home to many species found nowhere else on the planet. However, unsustainable agriculture, development, and logging have caused rapid deforestation, leaving **the area just 12% of its original size. Learn how HP, in** partnership with WWF, is helping to restore it.

Human Rights

HP employees in Singapore at one of our production facilities.

Our mission

Building a culture of equality and empowerment within HP and beyond, where diversity is sought out and celebrated, and where universal human rights are understood and respected.

We embrace our responsibility to respect human rights, and believe in creating a culture of empowerment and equality within HP and beyond, advocating for universal rights, striving for policies that fight racism, and advancing social justice. We work through supplier agreements and our supply chain responsibility program to improve labor conditions within supplier factories and tackle industry-wide challenges, such as forced labor and conflict minerals.

Our employees are vital to HP's success, and we provide innovative training and development opportunities to build their skills and help advance their careers. We value and foster a culture of diversity, equity, and inclusion, working to use HP's platform, technology, and resources as forces for positive change.

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Goal	Goal progress	Progress in 2022	SDGs
Empowered workers			
Reach one million workers through worker empowerment programs by 2030, since the beginning of 2015[18]		Through 2022, we reached 396,000 workers. Learn more.	8, 10
Social justice, racial and gender equity			
Achieve 50/50 gender equality in HP leadership, by 2030[19]		Women represented 33.3% of director-level and above positions globally (as of October 31, 2022). Learn more.	5
Achieve greater than 30% technical women and women in engineering, by 2030		Women represented 23.7% of engineering and technology positions globally (as of October 31, 2022). Learn more.	5
Double the number of Black/African American executives by 2025, from a 2020 baseline[20]		Increased from a baseline of 3.0% in June 2020 to 4.4% as of the end of 2022. Learn more.	8
Double Black/African American technical representation in the United States by 2025, from a 2020 baseline[21]		Increased Black/African American technical representation in the United States from 2.3% in 2020 to 3.1%. Learn more.	8
Meet or exceed labor market representation for racial/ethnic minorities in the United States, by 2030		Met labor market representation for Asian American and Hispanic/Latin American demographic groups; on track to increase representation in Black/African American demographic group to achieve goal by 2030. Learn more.	8
Culture of inclusion and belonging			
Maintain higher than 90% rating on internal inclusion index for all employee demographics annually[22]		Achieved a rating of 89% compared with 87% in 2021. Learn more.	8
Ethics			
Maintain greater than 99% completion rate of annual Integrity at HP training among active HP employees and the Board of Directors		99.3% of employees, including senior executives, completed Integrity at HP training, as well as all members of the Board of Directors.[23] Learn more.	16

Advancing diversity in our supply chain

We partner with diverse suppliers like RLA Engineering to help strengthen Black/African American representation throughout our global supply chain. Collaborations like this also inform our efforts to be actively antiracist and to use our platform as a force for positive change. Learn about our progress.

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Digital Equity and philanthropy

HP provides technology to support digital equity in education for girls.

Our mission

Accelerating equitable access to education, healthcare, and economic opportunity for those who are traditionally excluded so they can participate and thrive in a digital economy.

HP aspires to help create a more equitable world through access to hardware, connectivity, digital literacy, and quality, relevant content. Our impactful programs, strategic investments, and partnerships prioritize those most likely to experience the digital divide: women and girls, people with disabilities and aging populations, historically disconnected and marginalized groups, educators, and healthcare practitioners. By addressing digital equity, we are supporting more equal access to education, healthcare, and economic opportunity.

HP's commitment to positive, lasting change extends to how we design products, solutions, and services. Our portfolio is enabling better learning outcomes and accelerating digital equity[24] for millions of people worldwide, while our focus on inclusive design aims to ensure that everyone can benefit.

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Digital Equity			
Accelerate digital equity for 150 million people by 2030, since the beginning of 2021[25]		Accelerated digital equity for 21.3 million people. Learn more.	4, 5, 8
Enable better learning outcomes for 100 million people by 2025, since the beginning of 2015[26]		103.9 million students and adult learners have benefited from HP's education programs and solutions that advance quality learning and digital literacy, and enable better learning outcomes, since the beginning of 2015 (including 30 million in 2022). Learn more.	4, 5, 8
Enroll 1.5 million HP LIFE users between 2016 and 2030		Enrolled 731,000 since 2016. Learn more.	4, 5, 8
Community giving an volunteerism			
Contribute US$100 million in HP Foundation and employee community giving by 2025 (cumulative since the beginning of 2016)[27]		Reached US$103.7 million in HP Foundation and employee community giving. Learn more.	11, 17
Contribute 1.5 million employee volunteering hours by 2025 (cumulative since the beginning of 2016)		Reached 950,000 employee volunteer hours. Learn more.	11, 17

Bridging the digital divide

In 2022, the Aspen Institute collaborated with HP to create the Digital Equity Accelerator—an initiative that supports nonprofits working to meet the needs of underserved communities affected by the digital divide. In its first year, seven nongovernmental organizations throughout India, Morocco, and the United States were selected for the four-month program. Learn more.

Products and services innovation

In 2022, HP spent US$1.6 billion on ongoing product development to create the transformative and disruptive technologies of the future.

We apply rigorous design principles to improve the environmental performance of our products across their life cycles. Among our main design priorities, we work to increase the use of recycled and renewable materials; practice responsible chemistry; enhance product repairability, reusability, longevity, and recyclability; continually improve product energy efficiency; build in accessibility features; and create solutions to meet challenges in healthcare.

Personal systems

The newest HP Dragonfly and Elite 1000 Series PCs contain 90% recycled magnesium in the enclosure case,[28] 5% ocean-bound plastic in the speaker enclosure, and bio-circular feedstock such as used cooking oil to help lower CO_2 emissions.[29] All outer packaging is also 100% sustainably sourced,[30] and the products are EPEAT® Gold registered in 27 countries,[31] ENERGY STAR® certified, and TCO certified.

During 2022, we shipped almost 70 million units of personal systems products in molded fiber or hybrid foam/fiber packaging, representing about 91% of units.

HP Carbon Neutral Computing Services[32] help drive a low-carbon future by enabling commercial businesses to offset the end-to-end carbon footprint of their PCs.[33, 34]

Home and office printing

HP Color LaserJet Managed MFP E877 Series printers are EPEAT Gold registered and ENERGY STAR certified, and consume 17% less energy than their predecessor. They are made using over 16% recycled plastic content, and use supplies that contain about 60% recycled plastic content.

HP EvoCycle toner cartridges, introduced in France, Germany, and the UK, are designed to help public sector and enterprise customers meet their sustainability needs[35] by incorporating reused and recycled components—45% by weight[36]—from Original HP toner cartridges.

Large format printing

HP's latest Z-series Pro printers are all EPEAT registered and ENERGY STAR certified, and are made of 20%–30% recycled content plastic.

Industrial print

HP's latest PageWide Web Press inkjet printing solution, HP PageWide A2200, uses High Efficiency Drying (HED) technology to reduce power usage, which is a significant contributor to the carbon footprint of a print job. HED maximizes moisture removal at high speed and uses heat efficiently by recirculating up to 80% of hot air. This process uses up to 60% less power per page compared to the HP T250 HD.[37]

3D printing

Podiatrists and orthotists using HP's 3D Arize Orthotic Solution can capture 3D renderings of a patient's foot, and fine-tune and prescribe personalized orthoses for their patients—all in less than five minutes.[38]

Specialty printing and technology solutions

HP released the HP D100 Single Cell Dispenser, capable of rapidly and precisely dispensing single cells. This helps research labs improve their understanding of changes at the level of an individual cell, generating more insights to support scientists to make better decisions.

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

Only tech company globally to receive a triple "A" rating across CDP's Climate, Forests, and Water lists and Supplier Engagement Leaderboard	Rated among the top 1% of companies for social and environmental efforts for the 13th time in a row	Ranked second among tech companies and fourth overall for transparency performance	Placed in the top 10 for clean revenue for the fifth consecutive year
Ranked first in the United States for environmental, social, and governance performance for the fourth year in a row	Ranked first in our industry and listed on the World Index for the 11th year in a row	Ranked ninth among 200 of the world's top businesses in the digital tech sector	Received a 100% score on the Corporate Equality Index for the 19th consecutive year
Named one of the 100 Most Sustainable Corporations in the World for the eighth year in a row	Named to JUST Capital's list for the fifth year in a row	Named to this list for the fourth year in a row	Recognized for product energy efficiency for the sixth year in a row
Honored for commitment to and momentum toward creating sustainable markets	Named among the world's 50 most sustainable businesses in 2022	Recognized as an ICT leader for commitment to address forced labor in our supply chain	Recognized for efforts to advance diversity and inclusion for the sixth year in a row
Scored 100% for the seventh year in a row	Received SmartWay Excellence Award for the 10th time overall and eighth year in a row	Ranked among top five ICT companies on supply chain human rights	Awarded Outstanding Leadership in Sustainable Finance

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Endnotes

1 As of October 31, 2022. Includes employees from the Poly acquisition.

2 At October 31, 2022, our worldwide patent portfolio included over 28,000 patents, including patents acquired as a result of our acquisition of Plantronics, Inc. ("Poly") in August 2022.

3 Reported in accordance with Corporate Knights Sustainable Economy Taxonomy (v6.0), 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.

4 Hectares responsibly managed data is for the year ending September 30, 2022.

5 Data is for the 12 months ending September 30 of the year noted. Figures are for purchases in the United States and Puerto Rico from U.S.-based businesses. Suppliers may be included in multiple categories.

6 Hourly rate is based on type of volunteering: US$195/hour for board, service corp, pro bono, and skills based; US$29.95/hour for hands-on and undetermined. Valuation of non-U.S. volunteering hours is adjusted using World Bank data for purchasing power differences across countries.

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

8 This updated goal was validated by SBTi, and supports our broader goal to achieve carbon-neutral HP operations by 2025.

9 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.

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

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

12 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.

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

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

15 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.

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

17 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.

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

19 "Leadership" is defined as director level and up at HP.

20 As a percentage of U.S. personnel with the title of executive, formerly called vice president.

21 Baseline is June 2020, when the HP Racial Equality and Social Justice Task Force was formed.

22 Annually, HP employees fill out a survey called Voice Insight Action to help us understand overall employee engagement, including their sense of belonging in the company.

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

24 HP defines "accelerating digital equity" as providing access to at least one of the following: hardware, connectivity, content, or digital literacy.

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

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

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

28 Recycled magnesium by weight: enclosure includes top cover, screen bezel, palm rest cover, and bottom cover.

29 HP Dragonfly G4 back cover contains a resin partially derived from bio-waste such as used cooking oil. Incorporates waste bio-feedstock according to the mass balance approach.

30 One hundred percent of outer box packaging and corrugated cushions made from sustainably sourced, certified, and recycled fibers.

31 Based on U.S. EPEAT registration according to IEEE 1680.1-2018 EPEAT. EPEAT status varies by country. Visit www.epeat.net for more information.

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

33 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.

34 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 this 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 CarbonNeutral Protocol. Please review this document for complete details.

35 A 2021 Four Elements Consulting 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/EvoCycle-HP-2021). 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 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 a 1.8% lower carbon footprint when looking at the entire life cycle of the cartridge.

36 Weight percentage where toner and components considered by HP to be critical to print quality (cleaning blade, imaging drum, developer blade, developing roller, and charge roller) are excluded: 36% reused, 40% recycled. Total 76% reused/recycled. Absolute weight percentage excluding toner: 21% reused; 24% recycled. Total 45% reused/recycled.

37 All estimates based on power measurements on the HP PageWide A2200, comparing average power used during printing (or running power) vs. the HP T250 HD. Results will vary based on press configuration, print speed, media types, print mode, color profiles, and print quality requirements. Page = one page front and back.

38 Based on internal HP testing, March 2021. Actual results depend on many factors including patient–doctor interactions and specific patient conditions.