

Strategic report (continued)

Reliance on parent company (continued)

HP Inc. the ultimate parent company, has a centralised treasury function which manages the overall group's treasury policy, risks and requirements, including HP Inc UK Limited. The centralised treasury function manages foreign currency risk to mitigate any potential exposure to the Company. Interest rate risk is managed primarily through the use of fixed rate loans. Debt is issued as required at the lowest possible cost based upon assessment of the future interest rate environment. The centralised treasury function in conjunction with the directors continually assess the performance of the Company, the subsidiary undertakings and the financing structure. This is to ensure that where the requirement for support arises, this is identified and that the Company providing the support has the appropriate financial availability to satisfy this.

HP Inc UK Limited participates in a cash pooling arrangement within HP Inc. Group. Cash generated by the Company is deposited with the group treasury company Regor Holding B.V. The directors are satisfied that cash will be available as and when required through the cash pooling arrangement in the next 12 months and the Company will have sufficient liquidity to meet its financial commitments.

A full description of the risks and uncertainties impacting HP Inc. can be found in the HP Inc. group financial statements. Those can be obtained through the website: <https://investor.hp.com/financials/sec-filings/default.aspx>.

Section 172(1) Statement and Statement of Engagement with Employees and other Stakeholders

In accordance with the Companies Act 2006 as amended by the Companies (Miscellaneous Reporting) Regulations 2018 (the "Act"), the Directors provide this statement as set out in this document ("Statement") for HP Inc UK Limited's ("HP" or "HP UK") financial year commencing on 1 November 2022 and ending on 31 October 2023 ("FY23"), describing how they had regard to the matters set out in section 172(1) of the Act, when performing their duty to promote the success of the Company.

Our Shareholders

Why they matter to us	<ul style="list-style-type: none"> They are our providers of capital without whom we could not grow and invest for future success. Our sole shareholder is our immediate parent company Alpha Holding One B.V. (incorporated under the laws of The Netherlands) and our ultimate parent company is HP Inc. (incorporated under the laws of the State of Delaware, United States).
What matters to them	<ul style="list-style-type: none"> Our investors are concerned with a broad range of issues, such as HP UK's financial and operational performance, execution of strategy, investment plans and capital allocation.
Ways of engagement	<ul style="list-style-type: none"> Regular cadence with the management of the parent company regarding the business & financial performance.
Engagement Outcome	<ul style="list-style-type: none"> Investors are assured of desired operational performance, including implementation of short-term and long-term strategies within the framework of applicable laws and regulations in the UK. We conduct our business according to HP Inc.'s Integrity at HP program (https://investor.hp.com/governance/integrity-at-hp/default.aspx) The Integrity at HP program embodies the fundamental principles that govern our ethical and legal standards as members of the HP group. The program pertains not only to our conduct within the company but also to conduct involving our customers, channel partners, suppliers and competitors.

Strategic report (continued)

Our Customers

Why they matter to us	<ul style="list-style-type: none"> As a Technology & Services provider we understand that long-term success is only possible with a detailed understanding of our customers' technology, services & security requirements as they evolve from time to time, and having a portfolio of a breadth capable of meeting those needs.
What matters to them	<ul style="list-style-type: none"> Being at the forefront of technology & security in order to create differentiation with their own customers' needs and to maximise employee productivity & drive efficiency. Many customers are adapting to fast-changing trends of digital acceleration and hybrid and remote working. Customers expect service-related technology, such as proactive alerts to manage their IT environments in an efficient way or the ability to manage security threats. Customers also rely on technology to communicate, purchase and learn about products and services. Customers expect their suppliers to fulfill their legal obligations under applicable law, such as with regard to corporate governance and data protection. Many organizations have social and sustainability goals which reflect their corporate values.
Ways of engagement	<ul style="list-style-type: none"> We engage with our customers (consumers & commercial B2B) directly or indirectly through our channel partners, or HP/other events. HP engages with corporate customers through meetings, both in person or virtually. Webinars and workshops are used to discuss HP value propositions/products, services and solutions and to gather customer feedback. We leverage the services of consulting organizations to gain market insights to help shape our Go-To-Market strategies.
Engagement Outcome	<ul style="list-style-type: none"> Through ongoing engagement with existing and prospective customers, HP gains insights and understanding of the needs and requirements of the customers. These insights enable us to formulate Go-to-Market strategies, to promote the long-term success of the Company.

Our Channel Partners

Why they matter to us	<ul style="list-style-type: none"> HP's channel partner community matters to us because our channel partners amplify HP's market reach as well as the technical, design, services and solutions delivery expertise. Our HP authorised partners share insights and feedback on what customers are looking for that may help HP to define HP's future technology and solutions roadmap and sales strategies.
What matters to them	<ul style="list-style-type: none"> Our partners wish to be a part of HP's exciting journey in the personal systems and print technology markets. They may develop a value proposition for their customers by including HP's IT systems portfolio as part of their own in-house services, consultancy and solutions capabilities. Our partners expect continuous engagement with HP to achieve clarity on HP's strategy and execution plans including partner compensation plans.
Ways of engagement	<ul style="list-style-type: none"> Our global partner programme "HP Amplify" defines the expectations of responsible business behaviour that underline HP's strategic focus on customer needs and compliance. Regular interaction through account management and joint customer engagement. Comprehensive programme of annual Global and Local conferences and trainings to update our partner community. Structured Board level executive engagement and advisory councils to establish and develop our business practices and customer project capabilities.
Engagement Outcome	<ul style="list-style-type: none"> Clear definition of our core strategy that provides insight into our current and future technology strategy. Support and activation of HP's business and sustainable impact values across the UK and global geographies. Ensuring our Go-to-Market plan is progressive and takes into account the needs of our customers and partners and the market trends.

Strategic report (continued)

Our Suppliers	
Why they matter to us	<ul style="list-style-type: none"> Suppliers are important to deliver the necessary goods and services for HP's customers and for HP's internal business operations, and thus they help the Company to achieve its strategic objectives and corporate goals and values.
What matters to them	<ul style="list-style-type: none"> Suppliers appreciate the HP corporate policies and commitment to be an industry leader with its Sustainability, Social and Environmental Responsibility, Diversity and Inclusion, Human Rights and Corporate Culture goals. Ability to compete fairly for HP's business and meet HP's commercial terms. Understanding of HP's payment terms and process. Transparency in the manner in which their performance is evaluated by HP.
Ways of engagement	<ul style="list-style-type: none"> HP's Global Indirect Procurement function has established Supplier Lifecycle Program (SLP) to enhance Supplier procurement activities, interactions, and experience. Suppliers are measured by their performance, service quality, spend trends, and developed under a Supplier Segmentation program. Supplier engagement is done via sourcing, RFP, RFI or RFQ and contract negotiation using standard HP templates which apply consistently across our supplier community.
Engagement Outcome	<ul style="list-style-type: none"> Ensure business continuity and help the company to achieve its strategic objectives and corporate goals. Working closely with suppliers allows us to have successful mutual relationships based on appropriate contractual framework and controls, achieving efficiencies and supporting the right values. According to the Reporting on Payment Practices and Performance Regulations 2017 as amended, HP publishes information about its payment performance applied during each reporting period. As a global company, HP Inc. and its consolidated subsidiaries share the same core business operations and supply chains as well as the modern slavery policies and processes. HP's Modern Slavery Statement is available on HP UK's website https://www.hp.com/gb-en/home.html
Our Employees	
Why they matter to us	<ul style="list-style-type: none"> Our employees are an integral part of the business, dedicated to creating, selling and supporting solutions that allow our customers to thrive. Our people's safety and wellbeing is a core value. The Company believes that a diverse workforce encourages creativity and innovation and helps build an exciting, inclusive and stimulating work environment.
What matters to them	<ul style="list-style-type: none"> Employees seek opportunities for personal development and career progression, and the ability to make a difference within HP and beyond. Employees value a culture of diversity, equity and inclusion, and desire to work for companies who strive to create a positive, sustainable impact on the planet and the communities in which we live, work, or do business.

Strategic report (continued)

Ways of engagement	<ul style="list-style-type: none"> • HP continues to place importance upon the education and development of its people. As we're creating new services, products and capabilities, employees have more opportunities to grow at HP than at many companies. Innovation drives career development and mobility. • Employee representatives are consulted regularly on a wide range of matters affecting their interests. • Employees receive regular newsletters and have the opportunity to provide feedback to senior management by participating in annual and ad-hoc surveys. • All applications from disabled persons are fully considered. Should an employee become disabled, it is the Company's practice to continue their current employment where possible or offer suitable alternatives. It is the policy of the Company that the training, career development and promotion of disabled persons should, as far as possible, be identical with that of other employees.
Engagement Outcome	<ul style="list-style-type: none"> • We focus on creating work environments that enable the health and safety of our employees. This is accomplished by continually reducing occupational injury and illness risks while promoting employee health and wellbeing. • We continue to foster a culture of diversity, equity and inclusion. We are committed to doing the hard work needed to help stamp out systemic racism and discrimination in all its forms.

Our Environment

Why they matters to us	<ul style="list-style-type: none"> • Sustainable Impact is HP's commitment to address challenges faced by the planet, its people, and the communities in which we operate. This serves as a guiding principle for delivering on our corporate vision—to invest in a digital transformation for good. • Through our focus on Sustainable Impact we address our operations and impacts in anticipation of meeting future climate and social challenge and deliver lasting value through the power of technology. • Sustainable Impact is a business imperative and key differentiator for HP with its customers. The businesses that will thrive over the long term are those that can decouple growth from consumption, grow through an inclusive culture, and offer solutions to some of the greatest challenges that face business and society.
What matters to them	<ul style="list-style-type: none"> • Climate change and human impact on biodiversity are among the most significant and urgent issues facing business and society today. The science is clear, the impacts are serious, and action is essential. We are working to reduce climate impacts across our entire value chain, investing in renewable electricity, setting science-based Green House Gasses (GHG) emissions reduction goals, and transparently reporting on our progress. • Education is a fundamental human right and the means by which societies can meet challenges such as climate change. HP's global education programs and technology solutions emphasize access for people everywhere (digital equity) with a focus on educational opportunities for girls, women, people with disabilities and aging populations and some of the world's most excluded and marginalized communities.

Strategic Report (Continued)

<p>Ways of engagement</p>	<ul style="list-style-type: none"> • As a global company, we aspire to engage in a way that is positive and focussed on people, our planet and the communities in which we have a presence. We have a long record (from 2001) of reporting transparency in sustainability and in our continuous dialogue with customers, partners, supplier and employees we use the hardware at our disposal to innovate in engagement, from customer webinars to virtual conferencing that enables people around the world to meet in real time. There are three pillars around which we engage: <ul style="list-style-type: none"> • Climate Action: Drive toward a net zero carbon economy while prioritising sustainability in the design and engineering of all our products and solutions. • Human Rights: Create a powerful culture of diversity, equity and inclusion. Advanced human rights, social justice, and racial and gender equality across our ecosystem, raising the bar for all. • Digital Equity: Lead in activating and innovating holistic solutions that break down the digital divide that prevents many from accessing the education, jobs, and healthcare needed to thrive. Drive digital inclusion to transform lives and communities. • Governance: We embed Sustainable Impact at all levels of the Company. Our executive leadership team led by our CEO, retains overall responsibility for Sustainable Impact as part of our business strategy.
<p>Engagement Outcome</p>	<p>In our annual sustainability report we provide clear updates on the targets we have set ourselves and the engagement processes with our value chain involved in progressing those targets. Some of those results include:</p> <ul style="list-style-type: none"> • Recycled materials present in 100% of personal systems products launched in 2023 ensuring we are on track with our goal to meet our circularity target of 75% by 2030. We also intend to eliminate single use plastic from packaging by 2025. https://www.hp.com/us-en/hp-information/sustainable-impact/planet.html • We have already achieved our goal to reduce HP product-use GHG emissions intensity by 30% by 2025 for two years in a row. And once again we were the only technology company to receive a Triple-A rating from Carbon Disclosure Project (CDP) across their climate, forests, and water lists for the third year in a row. • We continue to move toward a sustainable future for printing that strives to be forest positive, and supportive of a circular and net zero carbon economy. • We continue to engage with students, teachers, and adult learners provide support in areas we have expertise to bring through our global educational programmes and partnerships. • HP Inc UK Limited's ultimate parent company publishes an annual Sustainable Impact Report where detailed company-wide environmental commitments, initiatives and key performance indicators can be found. A copy of the report is available from from: https://www.hp.com/us-en/sustainable-impact.html
<p>The Government</p>	
<p>Why they matter to us</p>	<ul style="list-style-type: none"> • Our policy engagement with UK government typically includes interactions with the Department of for Business and Trade, Cabinet Office, and Department for Innovation Science and Technology.
<p>What matters to them</p>	<ul style="list-style-type: none"> • We have engaged with stakeholders to raise issues such as environmental criteria, cyber security, digital skills and equity and actions to achieve Net Zero. • In addition, we have continued our engagement with Government to implement the Product Security and Telecommunications Infrastructure Bill. • We have continued to raise the importance of environmental and cyber security criteria in public procurement.

Strategic Report (Continued)

Ways of engagement	<ul style="list-style-type: none">• We play an active role in various trade organisations, such as techUK, the British Services Association (BSA).• HP engages with Government and Parliament through submissions to consultations and engagement in policy roundtables.
Engagement Outcome	<ul style="list-style-type: none">• We continue to monitor all regulatory requirements including any developments in the UK-EU relationship and we are confident in our ability to continue delivering for our customers and partners.• We welcome the adoption of the National Procurement Policy Statement setting out national strategic priorities for public procurement, including social value criteria such as the need to tackle climate change and reduce waste, create opportunities for quality employment and skills development and improve innovation.

Approved by the board

N. R. Sawyer

N Sawyer
Director
Date: 24 May 2024