
Modern Slavery Transparency Statement



We are committed to respecting human rights around the world, both in our operations and through our business relationships. Combating modern slavery and child labor requires persistence, ongoing due diligence, stakeholder engagement, and continuous improvement. This work is consistent with the core values on which HP was founded and strives to live up to each day: to create a positive, lasting, and sustainable impact on the planet, our people, and the communities where we live, work, and do business.

The *California Transparency in Supply Chains Act of 2010*, the United Kingdom's *Modern Slavery Act 2015*, Australia's *Commonwealth Modern Slavery Act 2018*, and Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023* require businesses to disclose information relating to their efforts to address the risk of modern slavery (including forced labor and human trafficking) and child labor in their operations and supply chains, as applicable. The following statement of HP Inc. and its consolidated subsidiaries¹ responds to these requirements and outlines our efforts during the fiscal year ended October 31, 2024.

¹ HP Inc. has adopted the policies and processes related to modern slavery and child labor risks as further described in this statement. HP Inc. therefore provides this statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently this includes HP PPS Australia Pty Ltd., pursuant to the Commonwealth Modern Slavery Act 2018, HP Inc. UK Limited, pursuant to Section 54(1) of the UK Modern Slavery Act 2015, and HP Canada Co. HP Canada Cie, pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023. Through this statement, HP also satisfies its obligations pursuant to the California Transparency in Supply Chains Act of 2010. This statement excludes our subsidiary Apogee Corporation Limited (together with its subsidiaries), which provides its own UK Modern Slavery Statement.

Our Business, Structure and Supply Chain

HP is one of the world's leading IT companies. The company has operations in more than 170 countries and territories, with approximately 58,000 employees in 59 countries. Our Printing business provides consumer and commercial printer hardware, supplies, services, and solutions. Our Personal Systems business offers desktops, notebooks, and workstations (including HP's portfolio of AI PCs and workstations), thin clients, retail point-of-sale ("POS") systems, displays, hybrid systems, software, solutions including endpoint security and services.

HP Inc. is a corporation incorporated in the state of Delaware, with principal executive offices in Palo Alto, California. HP Inc. and its subsidiaries operate worldwide and are collectively known as HP. A complete list of HP Inc.'s subsidiaries worldwide as of the end of its most recently completed fiscal year can be found as Exhibit 21 to HP Inc.'s Form 10-K, filed with the US Securities and Exchange Commission on December 13, 2024.

From PCs to printers, HP's unique products require a vast network of suppliers and partners spanning six continents. HP has several hundred manufacturing suppliers and several thousand non-manufacturing suppliers that provide goods and services in support of our operations. We disclose the names of our key manufacturing suppliers on our Sustainable Impact website.

We utilize a significant number of outsourced manufacturers around the world to manufacture HP-designed products. This helps us maintain flexibility in our supply chain and manufacturing processes. In some circumstances, third-party suppliers produce products that we purchase and resell under the HP brand. We also manufacture finished products from components and sub-assemblies that we acquire from a wide range of vendors. We have direct business relationships with suppliers that represent up to four tiers of manufacturing, including materials, components, sub-assemblies, branded components, and final assembly suppliers.

HP's operations include some manufacturing as well as design and product development, supply chain management, marketing, sales, customer support and administrative operations. Our operations are supported by non-manufacturing suppliers that provide services and facility management.

Our Approach to Human Rights

Governance

The Nominating, Governance and Social Responsibility (NGSR) Committee of the HP Board of Directors oversees HP's significant strategies, policies, positions, and goals relating to human rights, including by reviewing the results of our ongoing human rights assessments and approving HP's annual company-wide modern slavery transparency statement. The NGSRC Committee is regularly updated on human rights-related topics. In FY24, this included 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 human rights due diligence. The NGSRC also reviewed and approved HP's updated Human Rights Policy.

HP's Chief Sustainability Officer oversees the implementation of our company-wide human rights commitments (found within our Human Rights Policy) and the design of processes to prevent, mitigate, and remediate related potential and actual human rights impacts, including any relating to modern slavery and child labor.

HP's Global Human Rights Team is responsible for implementing our commitment to respect human rights and addressing forced labor and child labor in our operations and value chain. This team consists of over 18 people who are responsible for conducting our human rights due diligence, including developing programs, processes, and tools to ensure that HP suppliers comply with HP's Supplier Code of Conduct and embedding respect for human rights across HP's business, including our own operations. The Global Human Rights Team is also responsible for human rights reporting and provides support, guidance, and resources to internal partners, such as Global Affairs and Public Policy, Procurement, Human Resources, and other internal stakeholders.

There are many business functions across the company that play a role in addressing modern slavery and child labor risk. To prepare this statement, the Global Human Rights Team engaged with the following business functions: Human Resources, Supply Chain Operations, Logistics, and Global Indirect Procurement. This consultation process has enabled a comprehensive and integrated, group-wide statement. The Global Human Rights Team collaborates with our senior management teams, in consultation with the boards of our subsidiary entities, as appropriate, to develop, adopt and approve statements that are responsive to local requirements, including this statement.

HP also convenes a Human Rights Council to review our ongoing human rights assessments and to develop plans for continuous improvement. In 2024, the Human Rights Council consisted of executives across the business, representing functions such as human resources; 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. The group met to review and approve HP's updated Human Rights Policy, and discuss 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.

Integrity at HP

Respect for fundamental human rights is embedded in the Integrity at HP program, through which we apply strong ethics and anti-corruption principles within our operations, across our value chain, and in the communities where we do business. HP's Chief Ethics and Compliance Officer oversees the Integrity at HP program. We require ethical conduct by our employees and use our scale and influence to drive progress. We are committed to complying with all applicable laws and regulations everywhere we operate. This program helps integrate respect for human rights throughout our operations.

Embedding Human Rights - Policies

Human Rights Policy

HP established its first Human Rights Policy in 2003 and has evolved it over time as its understanding and due diligence has deepened. In 2024, HP strengthened the Human Rights Policy (available in 25 languages), updating it to better align with best practices, including new and upcoming regulatory and stakeholder expectations. It includes our prohibition on forced labor and child labor within HP and includes requirements of our suppliers to adhere to the HP Supplier Code of Conduct and other implementing policies and standards. As detailed in the Human Rights Policy, we are committed to respecting the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. We are also committed to respecting internationally recognized rights as expressed in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

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. We expect contingent workers and suppliers of contingent workers to share our commitment to conducting business with integrity. For example, this code prohibits unlawful discrimination, harassment, charging applicant or recruiting fees, as well as interference with identity documents or passports or contingent workers' ability to resign at any time. Suppliers of contingent workers and contingent workers themselves are prohibited from engaging in trafficking in persons. Suppliers of contingent workers shall respect the right of their employees to organize in labor unions and collectively bargain in accordance with local laws and established practices.

Supplier Code of Conduct

HP's [Supplier Code of Conduct](#) outlines HP's expectations for contracted suppliers. The Supplier Code of Conduct incorporates international labor and human rights principles and aligns with the Responsible Business Alliance (RBA) Code of Conduct. Contracted suppliers must comply with international standards and applicable laws and regulations regarding forced and child labor and human trafficking, as well as the HP Supplier Code of Conduct. The HP Supplier Code of Conduct outlines HP's commitment that suppliers associated with HP services and production respect workers' rights: (i) to freely chosen employment; (ii) in accordance with local laws, to join labor unions on a voluntary basis, to bargain collectively and to engage in peaceful assembly; and (iii) to a workplace free of harassment and unlawful discrimination. The Supplier Code of Conduct requires suppliers (and their suppliers) to acknowledge and implement the HP Supplier Code of Conduct. Contracted suppliers must adopt a management system that includes monitoring supplier compliance with the Supplier Code of Conduct.

Foreign Migrant Worker Standard

Foreign migrant workers are vulnerable to exploitative labor practices and forced labor. HP was the first technology company to set requirements for suppliers on how they recruit, hire, and manage such workers. In 2015, HP published an industry-leading standard known as the [Supply Chain Foreign Migrant Worker Standard](#) to better address the risks surrounding foreign migrant workers in the supply chain. This standard requires direct employment of foreign migrant workers by our suppliers, prohibits retention of worker passports and personal documentation and requires the elimination of worker-paid recruitment fees.

Human Rights Due Diligence

HP monitors the risk of modern slavery and child labor through our human rights due diligence program, which includes human rights risk assessments and impact assessments, along with robust audit and assurance efforts. Our human rights due diligence program considers our business activities and potential risks to rights-holders consistent with the UNGPs. We consider human rights risks in our operations (HP offices, HP manufacturing and distribution operations, and suppliers that support these operations) where we could cause or contribute to negative human rights impacts. We also consider risks associated with our manufacturing and non-manufacturing suppliers (operating in their own facilities) where we may be directly linked through a business relationship.

Salient Human Rights Risks

HP conducts annual human rights risk assessments and impact assessments to identify actual and potential human rights risks and impacts that HP may cause, contribute to or may be directly linked to through a business relationship. In partnership with external human rights experts, we completed our latest global human rights risk assessment, including a governance analysis. Our aim was to identify our salient human rights risks across our value chain.

The assessment's outcome included a mapping and weighting of human rights risks by element of our value chain and a prioritized list of recommendations to ground long-term program initiatives and strategy. The risk of forced labor and child labor were among the salient human rights risks identified. These findings are consistent with broader industry risks, experience, and expectations.

The following paragraphs characterize the different business contexts that, in light of industry information and experience in identifying and addressing risks of modern slavery and child labor, warrant heightened due diligence.

- In our operations, the risk of modern slavery is predominantly associated with the non-manufacturing suppliers supporting our offices (janitorial, facilities, security, etc.) or our HP-managed manufacturing operations. In the past, we have seen risk associated with foreign migrant hourly workers employed by our non-manufacturing suppliers. HP does not employ any foreign migrant hourly workers.
- In our supply chain, the risk of modern slavery and child labor 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 or in respect of child labor. Specific risk of modern slavery associated with migrant workers at supplier sites can include payment of recruitment fees, retention of worker passports, lack of an employment contract in a language the worker understands, and failure to provide return transportation to the country of origin.
- Risk of modern slavery and child labor can also occur deeper in our materials supply chain with entities that are more than four supplier actors removed from HP. In these instances, we align our practices with the relevant portions of international guidance, such as the Organisation for Economic Co-operation and Development's guidance on responsible minerals, we work with other companies to build leverage with intermediate actors deep in the supply chain, and we partner with external stakeholders like the [Alliance for Responsible Mining](#) and [The Circular Initiative](#). Through this work, we are able to influence business relationships with entities operating in challenging contexts to mitigate the risk of modern slavery and child labor, such as those associated with mineral extraction and e-waste management.

Risk Detection

HP maintains a strong culture of open communication. We encourage anyone with a concern to speak up without fear of retaliation. Multiple communication channels make it convenient for employees and other stakeholders, such as business partners and suppliers, to ask questions or report a concern to HP. These include an online form, global in-country, 24-hour, toll-free phone lines with translation (available in 61 languages), text messaging (in the United States), mail, and in person. HP does not tolerate retaliation against anyone who raises a concern or asks a question. Investigations in response to grievances lodged are conducted in a comprehensive, objective manner, and are free from influence by management or the business.

All investigations follow a process designed to ensure consistency and fairness. The investigation cycle may involve interviews, formal reporting, and recommendations under the oversight of the Global Human Rights Team, external human rights experts, Human Resources, Legal, and relevant management.

We include 100% of HP-managed manufacturing in our due diligence scope, as well as non-manufacturing suppliers that support these operations.

HP's supply chain includes (i) suppliers who operate in their own facilities and contribute to manufacturing our products, and (ii) suppliers that provide outsourced services and products that support our operations (including logistics providers and recycling providers). HP's supply chain responsibility program focuses on protecting and empowering workers, which creates benefits for these rightsholders as well as us and our customers. With our supply chain policies and standards as a baseline, detecting and addressing the risk of modern slavery and child labor are part of a broader approach to identify and mitigate social and environmental concerns. HP works to identify and characterize sources of risk and their context, whether at a global or regional level, or at the level of individual manufacturing and non-manufacturing suppliers.

A supplier self-assessment questionnaire is used to prioritize audits. If an audit is scheduled, it will evaluate the supplier's conformance to the HP Supplier Code of Conduct and/or specialized HP labor standards. Both announced and unannounced audits of selected manufacturing suppliers are conducted by independent third-party auditors through the [RBA Validated Assessment Program](#) or by certified HP auditors. For suppliers with identified non-conformances related to foreign migrant workers, we engage in quarterly monitoring to encourage continuous improvement.

While contracted suppliers are expected to meet - and may be required to demonstrate that they meet - the standards set forth in the HP Supplier Code of Conduct, we place special emphasis on the treatment of foreign migrant workers in our supply chain through our Supply Chain Foreign Migrant Worker Standard. To evaluate risk related to modern slavery and child labor, we analyze indicators associated with modern slavery such as the employment of vulnerable worker groups and the use of third-party agents in the recruitment or management of workers. Our manufacturing and non-manufacturing supplier risk assessment for foreign migrant workers considers supplier location, manufacturing process or services provided, supplier reputational and business information, and external stakeholder information. Typically, if the supplier is considered a high-risk supplier, we require them to complete a foreign migrant worker Self-Assessment Questionnaire. For non-manufacturing suppliers, high-risk suppliers must complete a social and environmental responsibility risk assessment that addresses a subset of the HP Supplier Code of Conduct and always includes labor and ethics elements. For selected manufacturing and non-manufacturing suppliers with high risk, we conduct onsite assessments in conformance with our Supply Chain Foreign Migrant Worker Standard. Additionally, 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.

A finding of non-conformance with the HP Supplier Code of Conduct or any other HP policy or standard related to modern slavery does not necessarily indicate that an instance of forced labor or child labor has occurred but might signal ineffective or insufficient operations or procedures in place to prevent such an occurrence. Indicators of modern slavery can signal a work culture, situation, or business practice that may result in modern slavery.

Auditors are required to escalate any findings of non-conformances based on indicators of modern slavery. Following a finding of non-conformance, suppliers are required to immediately stop that practice, implement corrective action plans to resolve the finding, and report their corrective action within 30 days following the receipt of the audit report. The finding will then be re-examined during a site visit by a third party or certified HP

auditor to confirm resolution. In addition, we regularly assess our audit findings to make improvements to our approach to detecting and addressing the risk of modern slavery and child labor in our supply chain.

A multi-step process addresses remedy for workers that paid fees prohibited by HP policy, including the HP Supplier Code of Conduct and the Supply Chain Foreign Migrant Worker Standard. After the supplier is notified of the finding in the audit report, we work with the supplier to agree on a corrective action plan. Our program relies on our business relationships to drive suppliers to complete their corrective action plan. In parallel, our local auditing teams help provide the support and feedback suppliers need to achieve resolution and to reimburse the workers. We also work to build suppliers' capabilities through partnerships with external organizations. Suppliers are then able to conduct their own due diligence within their operations. This due diligence involves conducting worker interviews, reviewing documents, and researching migration costs as estimated by external organizations. Once they have confirmed payment to workers (usually via signed receipts or pay slips), HP schedules an onsite validation visit which consists of document review and confidential worker interviews conducted by certified auditors. Finally, we take the additional step of internally monitoring these suppliers from non-conformance identification to corrective action and beyond through our quarterly key performance indicator program to ensure timely resolution and continuous improvement. We share this report with the applicable HP business relationship managers.

Consistent with the UNGPs, we are committed to providing access to effective remedy and supporting the remedy of any actual adverse impacts that may be linked to us. We work with responsible parties, encouraging them to assess conditions and implement corrective actions. We also seek to address adverse impacts, including by collaborating with peers, partners, and suppliers on collective remedy.

Salient risks we have identified are communicated to the highest responsible levels within our management organization and to the NGSR Committee. A summary of any findings and corrective actions relating to modern slavery and child labor risk is reported to relevant leaders in management, including the Chief Sustainability Officer and the Chief Supply Chain Officer, the NGSR Committee, and the boards of our subsidiary entities, as appropriate.

Effectiveness in Addressing the Risk of Modern Slavery

Operational Grievance Mechanism

Out of a total of 668 formal contacts received through our operational grievance mechanism (which is open to everyone) during FY24, zero were associated with the risk of modern slavery in our own operations or supply chain, and zero were associated with the risk of child labor in our operations or supply chain.

HP Supplier Sustainable Impact Scorecard

The HP Supplier Sustainable Impact Scorecard ("Scorecard") is used to measure and incentivize supplier performance on a range of factors including audit results and other performance metrics. Suppliers who have exceptional performance in these areas realize a benefit in their commercial relationship with HP. Leaders within Supply Chain Operations are briefed on suppliers' Scorecard results. Revised periodically to reflect HP's increased expectations, the Scorecard process encourages continuous supplier improvement. The Scorecard evaluation process takes place regularly throughout the year.

Audits and Assessments

During FY24, HP conducted a total of 290 audits and assessments covering labor rights across our operations and supply chain.

- We conducted 61 audits and assessments of our operations, including HP-owned manufacturing operations and associated non-manufacturing suppliers that support these operations, 100% of the audits and assessments were conducted by certified auditors and 79% were conducted by independent third-party auditors.
- For our supply chain, we conducted 229 audits and assessments, 100% of which were conducted by certified auditors, and 97% were audits conducted by independent third-party auditors.

Findings

In FY24, ten suppliers, located in China, Malaysia, Singapore, Taiwan, and Thailand, were found to have non-conformances 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 Supplier Code of Conduct, and the Supply Chain Foreign Migrant Worker Standard. In partnership with the RBA, HP immediately addresses such findings in accordance with the policies and procedures laid out above by requiring the supplier to stop the prohibited practices, revise their policies for hiring foreign migrant workers where relevant (including confirming that workers will not pay fees going forward), and communicate the revised policies to their workers. Once suppliers confirm they have completed the requested corrective action, an onsite visit is scheduled to verify. As part of the investigation and remediation process, there is third party verification of the total number of workers impacted, and reimbursement fees where applicable. HP and the RBA works with the suppliers to provide remedy to the workers.

As a part of addressing these findings, HP has confirmed remedy to more than 1,100 workers in our supply chain, including over \$1.56 million USD in fee repayments in FY24. Since 2018, HP has confirmed remedy to over 11,000 workers including over \$8 million USD in supplier repayments.

Prevention

External Collaboration

Consistent with the UNGPs, we work to build influence in our business relationships with suppliers by partnering with other peer companies and key stakeholders. We work through the RBA to create and share leading practices and programs to advance improvements to the RBA Code of Conduct. HP, along with other RBA members and stakeholders have focused on long term strategies to transform recruitment markets, provide more effective and timely remedy via collaboration and in-depth engagement with affected parties, and reduce the risk of forced labor in all stages of recruitment and employment.

We seize opportunities to collaborate across the broader business community and expert organizations to promote better human rights practices. For instance, we are members of The Mekong Club. This organization 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 education sessions, collaborating with other brands on joint initiatives that address modern slavery in Asia, specifically in the recruitment practices and the logistic sector.

We have also expanded our use of Million Makers, a human rights due diligence platform utilizing direct worker voice and a collaborative effort between non-profits Be Slavery Free, Bluenumber, Unseen UK and the Mekong Club. In 2024, HP continued to utilize Million Makers as an additional tool to enhance our human rights due diligence program through identifying and addressing any concerns raised specific to forced labor. Through a series of short surveys conducted over five-day periods, Million Makers gathers verifiable data directly from workers about their working conditions in compliance with local law, specifically forced labor. The non-profits provide both suppliers and HP a report summarizing findings and recommendations, and assist us to address any identified risk trends, and provide ongoing advisory services. Based on Million Makers survey results, in 2024 we approved an implementation plan with a key supplier in Malaysia. The plan focuses on addressing feedback received through the survey. HP's Global Human Rights team partnered with the supplier to discuss appropriate measures and realistic timelines to address this feedback, ensuring compliance with international labor standards.

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 adopts a systems-building, directly collaborative approach to strengthen capability in suppliers on standards of responsible recruitment and labor practices over a 12-month period. Each supplier is assessed on their own strengths and challenges, and a collaboratively action plan is designed, tailored to each supplier 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.

HP has been a partner of Truckers Against Trafficking (TAT) since 2016. 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. HP is one of TAT's leading partners in the technology and shipping space.

Capacity Building

Supplier Engagement

In addressing the risk of modern slavery and child labor, we focus primarily on engagement with suppliers with whom we have a direct contractual relationship. We have multi-year agreements in place with many of our manufacturing and non-manufacturing suppliers. This provides us the opportunity to build supplier awareness and capability to meet our supply chain responsibility expectations, including the implementation of and adherence to policies and processes to address the risk of modern slavery and child labor. These agreements require in turn that our manufacturing and non-manufacturing suppliers cascade our expectations to their upstream suppliers.

Training

Our employees are trained annually on Integrity at HP, with a training completion rate of more than 99% of employees. The training sets out our company expectation that all employees comply with Integrity at HP,

which prohibits the use of child, prison, forced, or trafficked labor in HP operations. HP also provides several human rights trainings and opportunities to increase employee awareness on human rights, including an informational training on human rights, and a training on HP's human rights commitments, policies, and actions, as well as how to recognize forced labor. We seek to raise supplier awareness of and conformance to the HP Supplier Code of Conduct and specialized labor standards, including ways to identify and address the risk of modern slavery and child labor. HP's supply chain capability building program conducts regular workshops on the RBA Code of Conduct. In 2024, HP developed a worker-centric training on responsible recruitment. The intended outcome of this training is education on how suppliers' workers can better protect themselves and exercise their rights, including freely chosen employment, prohibition of recruitment fees, and confidential complaints. Learn more about HP's capability building program in our [Sustainable Impact Report](#).

Approval

Combating modern slavery is consistent with the core values on which HP was founded and strives to live up to each day: to create a positive, lasting and sustainable impact on the planet, our people and the communities where we live, work and do business. Learn more at <http://www.hp.com/sustainability>.

In accordance with the requirements of the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act ("Canada Act"), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities HP Inc. and HP Canada Co. HP Canada Cie (collectively, the "Entities subject to the Canada Act"). Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canada Act, for the reporting year listed above.

Approved on March 27, 2025 by the HP Inc. Board of Directors, or a committee thereof delegated with authority to address such matters, and signed by:



Enrique Lores

President, Chief Executive Officer and Member of the Board of Directors, HP Inc.

Pursuant to the Canada Act, I have the authority to bind the Entities subject to the Canada Act