
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 ending October 31, 2025.

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 approximately 55,000 employees in approximately 60 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 10, 2025.

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. 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 Human Rights Due Diligence Approach

Embedding Responsible Business Conduct

Governance

Board-level oversight: The Nominating, Governance and Social Responsibility Committee (NGSRC) of the HP Board of Directors oversees HP's significant strategies relating to human rights, including reviewing the results of our ongoing human rights assessments and approving HP's 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 FY25, this included HP's human rights strategy and the updated HP's Supplier Code of Conduct, among other topics.

Executive-level oversight: HP's Chief Sustainability Officer and Director of Climate and Responsible Sourcing, who both sit within HP's Enterprise Operations team, oversee the implementation of our company-wide human rights commitments 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.

Daily operations and management of our human rights programs: HP's Global Responsible Sourcing Team is responsible for implementing our commitment to respect human rights and address forced labor and child labor in our operations and value chain. This team consists of over 20 people who are responsible for conducting our human rights due diligence, including program development, processes, and tools for ensuring that HP suppliers comply with HP's Supplier Code of Conduct and embed respect for human rights across HP's business, including our own operations. The Global Responsible Sourcing Team also contributes to 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 Responsible Sourcing Team engaged with the following business functions: Human Resources, Enterprise Operations, Logistics, and Global Indirect Procurement. This consultation process has enabled a comprehensive and integrated group-wide statement. The Global Responsible Sourcing 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 FY25, the Human Rights Council consisted of executives across the business, representing functions such as human resources; trust and privacy; global indirect procurement; enterprise operations; global product compliance and sustainable impact; government affairs and public policy;

legal; corporate affairs, investor relations; and environment, health, and safety. The group met to discuss the regulatory landscape and external stakeholders' expectations related to human rights, and reviewed HP's updated Supplier Code of Conduct and Modern Slavery Transparency Statement for FY24.

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.

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. 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 human rights as expressed in 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.

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. In January 2025, HP updated its Supplier Code of Conduct to align it with the RBA Code of Conduct version 8.0, which reflects greater consistency with international standards and due diligence expectations.

Supply Chain 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.

Identifying and Assessing Modern Slavery and Child Labor Risks

HP identifies and assesses modern slavery and child labor risks across its supply chain, operations, and business relationships through its human rights due diligence process. 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.

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. Our multifaceted approach to identify and assess modern slavery and child labor risks includes:

- Human Rights Risk Assessment (HRRRA): In FY25, HP completed its most recent company-wide HRRRA, in partnership with external human rights experts. Our aim was to identify our salient human rights risks across our value chain. 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 process included reviewing common stakeholder concerns across the IT sector by engaging with potentially affected stakeholders and civil society organizations, as well as reviewing policies and procedures with reference both to proposed human rights laws and to how HP's voluntary commitments align to the UNGPs and the UN Sustainable Development Goals.
- Human Rights Impact Assessments (HRIA): In FY25, HP partnered with external human rights experts to conduct two HRIsAs for a deeper understanding of the risks of adverse human rights impacts of our suppliers. The locations and suppliers were selected to obtain a view of human rights impacts across different parts of HP's value chain.
- Supplier Risk Assessments: In FY25, HP introduced a Supplier Risk Assessment (SRA) process that integrates external risk indicators with supplier-specific information to enhance the identification and evaluation of supply chain risks and provides a more comprehensive view of potential risks. It applies to all HP-direct contracted suppliers and is implemented for both new and existing suppliers. The results of these assessments feed into HP's human rights due diligence program. They guide actions such as conducting deeper investigations through audits or specialized assessments and inform the design of our prevention and mitigation initiatives.
- Worker-voice initiatives: Workers are uniquely positioned to help us identify human rights risks in our supply chain. In FY25, we further expanded communication channels to gather worker feedback. For example, we continue deploying Million Makers, a platform using direct worker voice to detect forced labor risks. We also continue conducting Worker Well-Being Surveys to better understand worker needs and strengthen collaboration with suppliers to improve working conditions. Additionally, we introduced an independent third-party grievance mechanism at select supplier sites in China and Thailand.
- Supplier Audits and Specialized Assessments: All 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. A supplier self-assessment questionnaire is used to prioritize audits and identify suppliers that may present elevated risks. When an audit is scheduled, it evaluates 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. Where findings identify non-conformances related to foreign migrant workers, we engage in quarterly monitoring to encourage continuous improvement.

We place special emphasis on identifying risks affecting foreign migrant workers in our supply chain. 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 a range of factors, including supplier location, manufacturing process or services provided, supplier reputational and business information, and external stakeholder insights. When these indicators suggest that a supplier may present heightened risks, the supplier is considered high-risk and required to complete additional assessments. High-risk manufacturing suppliers are required to complete a Foreign Migrant Worker Self-Assessment Questionnaire and high-risk non-manufacturing suppliers must complete a Social and Environmental Responsibility (SER) risk assessment addressing relevant elements of the HP Supplier Code of Conduct, including labor and ethics. For selected high-risk manufacturing and non-manufacturing suppliers, we conduct onsite assessments in conformance with our Supply Chain Foreign Migrant Worker Standard to gain a deeper understanding of potential risks.

- Specialized forced labor screening: In FY25, HP launched a recruitment mapping initiative with selected suppliers employing foreign migrant workers in high-risk sourcing countries. Using Verité’s CUMULUS Forced Labor Screen, we conducted an assessment of recruitment channels, including agencies and sub-agents in both origin and destination countries, as well as their employment practices. This approach has provided valuable insights into workforce profiles, recruiter networks, and recruitment conditions, enabling us to identify potential risks of forced labor and take proactive measures to prevent forced labor risks.

Modern Slavery and Child Labor Risks Within Our Operations and Value Chains

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 is predominantly associated with manufacturing suppliers operating in countries where there is a high volume of foreign migrant labor alongside a lack of legal protections and/or enforcement of protections for migrant labor. Specific risks 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 Organization for Economic Co-operation and Development's (OECD's) guidance on responsible minerals, work with other companies to build leverage with intermediate actors deep in the supply chain, and 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.

Measures to Cease, Prevent, and Mitigate

HP implements measures to cease, prevent, and mitigate actual and potential adverse human rights impacts, and we support our suppliers in doing the same. We prioritize efforts by focusing on the most salient risks across our value chain – those with the greatest potential for severe negative impact to rights-holders through our activities and business relationships. In addressing the risk of modern slavery and child labor, we focus first on high-risk suppliers, as identified through our assessments and audits, with whom we have a direct contractual relationship, ensuring that our resources are directed where they have the greatest impact. We include 100% of HP-managed manufacturing in our due diligence scope, as well as non-manufacturing suppliers that support these operations.

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 in our supply chain. These agreements require our manufacturing and non-manufacturing suppliers to cascade our expectations to their upstream suppliers. Our prevention and mitigation strategy is grounded in a risk-based approach that combines foundational capacity-building initiatives with targeted interventions, depending on the severity of the risk identified and the supplier's maturity level.

Training

HP delivers training to help ensure that our suppliers understand and uphold HP's human rights commitments, including the prohibition of modern slavery, and to cascade these standards throughout their own supply chains. To support this, we deploy foundational human rights training combined with targeted initiatives that go beyond training. In FY25, some of these capability building activities include:

- **HP Employees:** 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. Additionally, since 2024, HP has deployed an engagement program and trainings on a monthly cadence to inform procurement teams, which work closely with vendors and suppliers about HP's Human Rights Due Diligence Program. Topics presented and discussed

include, among others, human trafficking risks in the logistics industry, what forced labor indicators look like, and how to identify them.

- **Supplier Management:** In FY25, HP collaborated with other technology peers (i.e., HPE, Intel, Seagate, and Western Digital) and the RBA to deliver training for our manufacturing suppliers. The program included three deep explorations of human rights topics, including a module on forced labor, which provided a structured overview of forced labor indicators and the processes to investigate and rectify recruitment and hiring fees.
- **Workers in Our Supply Chain:** we developed worker-centric training on responsible recruitment to help workers identify their employment classification (i.e., foreign migrant worker, dispatched worker, or student worker) and associated risks. The training covered key worker rights, such as freely chosen employment, the prohibition of recruitment fees, and awareness of HP grievance channels. This training was delivered to over 13,000 workers in HP's supply chain.

Targeted Capability Building

- **Ganapati Initiative:** In FY25, HP continued partnering with Embode, a leading business and human rights 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.
- **Million Makers:** In FY25, HP continued using Million Makers, a human rights due diligence platform that utilized direct worker voice and is delivered in collaboration with non-profits Be Slavery Free, Blunumber, Unseen UK, and the Mekong Club. Million Makers serves as an additional tool to inform our mitigation efforts by identifying and addressing any concerns raised related to forced labor. Through 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 to assist us in addressing any identified risk trends, and they provide ongoing advisory support. Once the surveys are complete, and results have been analyzed, HP approves an implementation plan to address identified issues, particularly around any modern slavery or forced labor indicators. HP's Global Responsible Sourcing team collaborates with suppliers to define actionable steps and realistic timelines aligned with international labor standards.

Corrective Action Plans (CAPs)

- Corrective Action Plans are a key element of the Responsible Business Alliance (RBA) and HP's Human Rights Due Diligence process, which evaluates our suppliers' adherence to responsible business practices, including human rights and Environment, Health, and Safety (EHS) standards. When audits or assessments identify non-conformances, HP requires suppliers to implement Corrective Action Plans (CAPs) that outline the measures needed to address the identified issue and strengthen their internal systems to prevent recurrence. CAPs support our broader mitigation approach by providing a structured pathway for suppliers to make timely improvements and build more resilient labor practices. Additional details on our Corrective Action Plan process are provided in the Grievance Mechanisms, Remediation and Access to Remedy section below.

Grievance Mechanisms, Access to Remedy and Remediation

Grievance Mechanisms

HP's remediation framework encompasses structured grievance mechanism and reporting systems, which facilitate open channels for impacted individuals and communities to raise concerns. These mechanisms are essential for identifying issues early, providing pathways to address them, and fostering trust across our operations and supply chain partnerships.

HP maintains a strong culture of open communication, and we encourage anyone with a concern to speak up without fear of retaliation. We offer multiple accessible channels for all employees and third parties, including workers in our supply chain and other possibly affected rightsholders, to ask questions or report concerns. Our grievance mechanism, the HP Reporting Platform, includes an [online form](#); global in-country, 24-hour, toll-free phone lines (available internally and externally) with translation; text messaging (in the US); mail, and in person reporting. In addition, concerns related to human rights may also be directed to humanrights@hp.com. HP does not tolerate retaliation against anyone who raises a concern or asks a question. An overview of our grievance mechanism and reporting channels is included in the annual Integrity at HP training for employees, and it is shared in capability-building training to enable suppliers' workers to effectively and promptly raise any concerns. In FY25, we continued to expand our supply chain grievance mechanism by partnering with a third-party service provider to implement a dedicated worker hotline at five additional suppliers in Thailand, bringing the total to seven since the program's launch in 2024. We also deployed the mechanism across nine suppliers in China. This program included comprehensive, multi-lingual training delivered in Thai, Burmese, Khmer and Chinese to ensure accessibility and understanding for all workers.

Investigations triggered through these channels are handled by the appropriate internal teams depending on the nature of the concern. Ethics and Compliance matters are managed by HP's Integrity team, while potential human rights impacts in our operations or supply chain are reviewed by the Global Responsible Sourcing team, often in

consultation with legal or external human rights experts, when needed. All investigations follow a structured process designed to ensure consistency, confidentiality, and fairness. HP strictly prohibits retaliation against anyone who raises a concern or participates in an investigation, and we expect the same from our suppliers and business partners.

Access to Remedy and Remediation

Consistent with the UNGPs, we are committed to providing access to effective remedy and to supporting the remedy of any actual adverse impacts that may be linked to us. We work with responsible parties to assess conditions, implement corrective actions, and address adverse impacts, including through collaboration with peers, partners, and suppliers where collective remedy is appropriate. Where modern slavery risks are identified during audits or assessments, we work with suppliers to address findings and enact risk-mitigation plans. Following a finding of non-conformance, suppliers are required to immediately stop that practice, implement a Corrective Action Plan (CAP) to resolve the finding, and report their corrective action within 30 days following the receipt of the audit report (except immediate priority findings, which are addressed expeditiously). Each CAP must include the root cause, immediate containment actions, and the planned corrective measures for all identified non-conformances. HP supports suppliers throughout this process by reviewing CAPs, providing feedback to strengthen the effectiveness of their action plans, monitoring progress, and, upon completion, requesting a closure audit to verify that the issue has been resolved. We also assess whether suppliers may benefit from capability-building programs and deploy tailored interventions to support long-term risk mitigation.

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 has occurred. Such findings might instead signal ineffective or insufficient operations or procedures that could increase the risk of these practices. Indicators of modern slavery may signal a work culture, situation, or business practice that require corrective action to prevent potential harm.

Where our due diligence identifies an actual adverse impact, such as workers having paid recruitment fees – prohibited under HP policy, including the HP Supplier Code of Conduct and the Supply Chain Foreign Migrant Worker Standard – we apply a multi-step remediation process to ensure that affected workers receive effective remedy. After the supplier is notified of the finding in the audit report, we work with the supplier to agree on a corrective action plan that incorporates reimbursement actions. Our program relies on our business relationships to drive suppliers to complete the required remediation. In parallel, our local auditing teams help provide the support and feedback suppliers need to achieve resolution and to reimburse the workers. In addition, we 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 reimbursement to workers has been confirmed – 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 Labor Key Performance Indicator (KPI) program to ensure timely resolution and continuous improvement. Progress updates are shared with the applicable HP business relationship managers. A summary of any findings and corrective actions relating to modern slavery is reported to relevant leaders in management, including the Chief Sustainability Officer and the Chief Procurement Officer, the NGSRC, 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 989 formal contacts received through our operational grievance mechanism during FY25, zero were associated with the risk of modern slavery in our own operations, two were associated with the risk of modern slavery in our supply chain, and zero were associated with the risk of child labor in our operations or supply chain. HP investigated both grievances in partnership with external experts. One supplier was found to have practices involving non-voluntary overtime, and one supplier was found to have practices involving non-paid overtime, all in violation of the HP Supplier Code of Conduct and HP's Supply Chain Foreign Migrant Worker Standard. HP addressed such findings in accordance with the policies and procedures laid out above by requiring the supplier to cease the prohibited practices, implement valid overtime-consent procedures, incorporate clear requirements on voluntary and paid overtime into their HR policies, and conduct worker briefings to ensure workers understand that overtime must be voluntary and compensated. As part of our Human Rights Incident Management process, HP engaged with affected rights-holders to understand their experiences, gather feedback on the proposed corrective actions, and verify the effectiveness of remediation. As of the reporting date, one finding has been fully remediated and closed, and the other is in the process of being closed, with the supplier implementing the relevant corrective actions.

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 Enterprise 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 FY25, HP conducted a total of 322 audits and assessments covering labor rights across our operations and supply chain.

- We conducted 48 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 100% were conducted by independent third-party auditors.
- For our supply chain, we conducted 274 audits and assessments, 100% of which were conducted by certified auditors, and 99% were audits conducted by independent third-party auditors.

Findings

In FY25, eleven suppliers, located in China, Malaysia, Mexico, Singapore and Thailand, were found to have nonconformances associated with indicators of modern slavery. Seven charged workers fees prohibited by HP's Supplier Code of Conduct and the Supply Chain Foreign Migrant Worker Standard, including recruitment, passport renewal, and repatriation fees. Three suppliers - and two of the seven cited above - were found to have withheld wages and applied resignation procedures that resulted in partially issued and delayed final payments. One supplier was found to have practices involving non-voluntary overtime and non-paid overtime. These findings were in violation of the HP Supplier Code of Conduct and HP's Supply Chain Foreign Migrant Worker Standard. HP addressed such findings in partnership with the RBA where applicable, and in accordance with the policies and procedures laid out above by requiring the supplier to cease the prohibited practices, reimburse the prohibited fees, repay withheld wages, correct resignation and wage payment-related processes as well as establish valid overtime-consent procedures and conduct worker briefings to ensure workers understand that overtime must be voluntary and compensated. Once suppliers confirmed they have completed the requested corrective action, HP - working in partnership with the RBA and external independent third-party experts - conducted verification activities tailored to the nature and severity of the findings. Such activities included document reviews, worker interviews, onsite visits, and other assessments necessary to confirm closure. As part of this process, HP and the RBA coordinated independent third-party verification of the total number of workers impacted and the amounts reimbursed. As of the reporting date, four of the above-mentioned findings have been fully remediated and closed, and seven are in the process of being closed, with suppliers implementing the relevant corrective actions, including finalizing outstanding repayments.

As a part of addressing these findings, HP has confirmed remedy to more than 1,300 workers in our supply chain, including over \$0.69 million USD in fee repayments in FY25. Since 2018, HP has confirmed remedy to over 12,000 workers including over \$9 million USD in supplier repayments.

Stakeholder Engagement

Our human rights efforts benefit from the valuable insight gained from our regular engagement with a range of stakeholders and identified rightsholders, including our workers and supplier workers (and their representatives), investors, suppliers and other business partners, local communities, customers, peer companies, public policymakers, industry bodies, civil society organizations, sector experts, and others.

Consistent with the UNGPs, we collaborate and partner with numerous organizations and initiatives to advance human rights practices and drive progress. By partnering with other peer companies and key stakeholders, we expand our influence with suppliers and strengthen responsible practices. Through our engagement with the Responsible Business Alliance (RBA), we contribute to developing and sharing leading practices and programs that advance improvements to the RBA Code of Conduct. Alongside other RBA members and stakeholders, we focus on long-term strategies to transform recruitment markets, support more effective and timely remedy through collaboration and engagement with affected parties, and reduce the risk of forced labor across all stages of recruitment and employment. In FY25, we partnered with stakeholders including:

- **Truckers Against Trafficking (TAT):** TAT educates, equips, empowers, and mobilizes members of key industries and agencies across North America to identify and report potential human trafficking situations via calls to local law enforcement and human trafficking reporting hotlines. As a 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.
- **The Mekong Club:** this organization supports companies in creating sustainable approaches and practices to address modern slavery risks across the globe. As a member, HP has access to tools, resources, and consultations that strengthen our ability to identify and mitigate modern slavery risks. We also participate in working groups and education sessions, collaborating with other companies on joint initiatives that address modern slavery risks in Asia, particularly in recruitment practices and the logistics sector.
- **Leadership Group for Responsible Recruitment (Institute for Human Rights and Business):** this multi-stakeholder initiative brings together companies and expert organizations to drive improvements in the recruitment of migrant workers and to promote responsible recruitment practices across business, the recruitment industry, and governments.
- **Responsible Business Alliance (RBA):** a multi-industry organization focused on strengthening responsible business conduct in global supply chains, including improving access to effective remedy, deepening engagement with affected parties, and reducing the risk of forced labor in recruitment and employment. HP participates in the RBA Responsible Recruitment Working Group and is informed by RBA's practices and tools on responsible recruitment, including the Responsible Recruitment Program, the RBA Practical Guide to Due Diligence on Recruitment Fees, and the RBA Migration Corridor Database, which uses third-party data to annually update average fees paid by workers in the most common recruitment corridors.

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 April 8, 2026 by the HP Inc. Board of Directors, or a committee thereof delegated with authority to address such matters, and signed by:

A handwritten signature in blue ink, appearing to read 'Buce Broussard', written in a cursive style.

Buce Broussard

Interim Chief Executive Officer, HP Inc.

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