

## **HP Political Contributions Policy**

As part of HP's overall political engagement strategy, HP and its political action committee may make a limited number of political contributions aligned with its [public policy objectives](#). HP is committed to integrity in its conduct of all political engagements, including contributions—which take place in a transparent, legal, and ethical manner. Political engagement is undertaken in accordance with HP's [Integrity at HP](#) which prohibits “pay to play” activities. In addition, our [U.S. Public Sector Code of Conduct](#) guides ethical business interaction with U.S., state, and local officials.

Political contributions are made through the HP employee-funded political action committee (HP Inc. Employee PAC), as well as through corporate contributions for state and local candidates in states where laws allow. HP does not engage in independent political expenditures. HP may make limited in-kind contributions of corporate space for political events and product donations to political parties in accordance with U.S. law and our SBC.

In compliance with U.S. law, HP does not contribute corporate funds to federal candidates, nor does it engage in political giving outside of the United States.

No political contributions of any kind will be made by HP or its employees on behalf of the company outside the process established under this political contributions policy.

### ***Governance***

The Board's Nominating, Governance and Social Responsibility (NGSR) Committee, comprised entirely of outside directors, has oversight for political contributions, including the use of corporate funds. HP's Global Head of Government Relations presents a prospective annual political plan for the PAC and corporate contributions to the NGSR committee for review and reports on prior year government relations activity at this time. The political plan for the upcoming year is developed in collaboration with the Executive Director for Americas Government Relations with input from the U.S. federal and state and local team. Following HP PAC Board approval of the annual political plan, the plan is presented to the board NGSR committee. The PAC Board and outside counsel are responsible for reviewing the political contributions policy and any subsequent updates, which are also presented to the NGSR committee. The PAC Board consists of the following senior company executives:

- Kim Rivera, General Counsel, PAC Board Chair
- Cathie Lesjak, Chief Financial Officer, PAC Treasurer
- Ron Coughlin, President Personal Systems Business
- Barb Barton Weiszhaar, Head of Global Tax
- Todd Gustafson, VP of U.S. Public Sector Sales
- Brian Brichford, VP of Americas Sales
- Jason Rodriguez, VP of Transition Policy Planning



**Criteria**

Political contributions are made in the interest of the company's public policy objectives and without regard to individual executive preferences.

Considerations in supporting candidates include: alignment with company and technology industry goals, representation of HP site, bipartisanship, leadership, committee assignments, competitiveness of race, ethics.

Generally, HP does not contribute to 527 organizations, 501(c)4 organizations for political purposes, or to oppose or support local ballot measures. If there are exceptions, these will be publicly disclosed. HP does not authorize its trade associations or other tax-exempt organizations to use its membership dues for political contributions.

**Political Action Committee (HP Inc. Employee PAC)**

The HP Inc. Employee PAC is an independent, separate legal entity funded through voluntary contributions from employees eligible under U.S. law. It has a dedicated Board and specific bylaws. HP's General Counsel currently chairs the PAC Board. The PAC will make contributions in a non-partisan manner to U.S. candidates for federal office, leadership and industry PACs, and state and local candidates.

The PAC Board will conduct a mid-year review of the annual political plan, covering PAC and corporate contributions, and make any necessary modifications. The Executive Director of the Americas has limited discretion to change recipients and amounts from the annual plan in light of new considerations, subject to approval from the Head of Global Government Relations. For amounts exceeding \$2,000, PAC Board approval will be secured before proceeding with any changes.

**Corporate Contributions**

Corporate contributions will be made on a limited basis to state and local candidates where state laws allow. These contributions are approved by the Global Head of HP Government Relations as part of the annual political engagement plan which requires PAC Board approval and are presented to the Board's NGSR committee.

**Compliance**

HP complies with all U.S. lobbying, political engagement and charitable giving regulations, laws and HP policies. Government Relations employees are required to familiarize themselves with relevant laws and policies as outlined in the employee manual and to attend all mandatory training sessions designated by their manager, the Head of Global Government Relations, or HP Ethics & Compliance. Compliance for lobbying activities and political contributions are conducted in consultation with both internal and external legal counsel.

**Disclosure**

HP will disclose all political contributions made by the HP PAC and the corporation semi-annually, including recipient names and amounts.

