THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN

TRUSTEE'S REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 OCTOBER 2022

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CONTENTS

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TRUSTEE AND ADVISERS TO THE PLAN

Trustee Company	Hewlett Packard Enterprise UK Pension Trustee Limited
	Trustee Directors
	Paul Early* (employer nominated) Chair
	Beverly Clements* (member nominated)**
	Philip French* (member nominated)**
	Phil Lawman* (member nominated)**
	Jonathan Lord (employer nominated)
	Gillian Manning (employer nominated)
	Keith Norrington* (employer nominated)
	Philippa Oram* (member nominated) – appointed 1 November 2022
	Martin Smith* (employer nominated)
	*In receipt of Plan pension **Reappointed as Member Nominated Directors from 1 November 2022
Administration - Both sections	Equiniti Pensions Solutions
Plan Actuary	David Eteen FIA of Aon plc
Secretary to the Trustee	Zedra Inside Pensions Limited
Investment Managers - Digital and HP (incorporating the former BOI/Medas Section)	Legal and General Investment Management CQS Asset Management Limited Insight Investment Management (Global) Limited UBS Global Asset Management (HP Section only and in the process of termination) Apollo Global Management M&G Investments Goldman Sachs Asset Management Limited State Street Global Advisers Ares Management LLC HSBC Global Asset Management (UK) Limited (terminated April 2022)
Investment Consultant	Mercer Limited
AVC Provider – Both sections	Legal & General Assurance Society Limited
AVC Providers - Digital Section	Phoenix Life and Pensions ReAssure
Custodians - Both sections	Northern Trust
Independent Auditor	KPMG LLP
Legal Adviser	Linklaters LLP
Employer Covenant Adviser	Cardano Advisory Limited
Banker	Lloyds Bank Plc

TRUSTEE AND ADVISERS TO THE PLAN

Enquiries

General enquiries from interested parties about the Plan should be addressed to:-

Email: iphpplan@zedra.com

Address:
Secretary to the Trustee
Hewlett-Packard Limited Retirement Benefits Plan
Zedra Inside Pensions Limited
First Floor,
Trident House
42-48 Victoria Street
St Albans
AL1 3HZ

Enquiries from individual members and other beneficiaries about their entitlements should be addressed to:-

Email: Hp2@equiniti.com (HP members)
Digital@equiniti.com (Digital members)

Address:
Hewlett-Packard Limited Retirement Benefits Plan
Equiniti Paymaster
Sutherland House
Russell Way
Crawley
Surrey
RH10 1UH

A copy of the Plan summary is available on the Members' website by following this link, http://hprbp.com/ and individual benefit statements are provided to all active members. A summary of the Trustee's Report and Financial Statements is produced and made available to all members.

TRUSTEE'S REPORT

Plan Management

Introduction

The Directors of the Trustee Company (the Trustee) are pleased to present their annual report and the audited financial statements for the Hewlett-Packard Limited Retirement Benefits Plan ("Plan") for the year ended 31 October 2022. The Plan is a defined benefit plan and provides benefits for permanent employees of the Principal Employer, Hewlett-Packard Limited (the "Company") in the United Kingdom.

The Plan consists of two sections. The Hewlett-Packard ("HP") Section of the Plan includes the BoI/Medas Section which transferred into the HP Section of the Plan on 6 July 2016, with transferring members remaining on the same benefits. On 1 December 2016, some members of the Electronic Data Systems Retirement Plan transferred into the HP Section of the Plan. Their benefits were unaffected by the transfer. The Digital Section was created with effect from 1 October 2006 for members transferring from the Digital Pension Plan. Both sections are closed to new members.

Trustee and Advisers

The Trustee, Hewlett Packard Enterprise UK Pension Trustee Limited, was formed on 14 October 2016. The Trustee Directors are shown on page 1.

The power of appointing and removing directors of the Trustee Company is vested in the Principal Employer, although it exercises this power so as to give effect to the arrangements for the Member Nominated Directors so that at least one-third of the Trustee Directors are member-nominated.

The Trustee is responsible for running the Plan in accordance with the Rules of the Plan dated 30 October 2019 as amended.

The Trustee's advisers are shown on pages 1 and 2.

Governance

The Trustee met six times during the year to review the ongoing management of the Plan and the investment of its assets. The Trustee has also established a number of Sub-Committees which carry out operational activities and act as advisory bodies to the Trustee in respect of strategic matters. Each Sub-Committee meets as often as is required to carry out the duties delegated to it by the Trustee.

Trustee's Sub-Committees

The Trustee has established seven Sub-Committees, as listed below, and has approved the functions which have been delegated to these Sub-Committees. The delegated powers are included in the Terms of Reference together with details of the way in which the Sub-Committees are regulated. The Trustee has the power to change these Terms of Reference at any time.

The Sub-Committees are as follows:

- **Appointments Sub-Committee (ASC)**
- **Audit Sub-Committee (Audit SC)**
- **De-Risking Sub-Committee (DSC)**
- **Funding and Covenant Sub-Committee (FCSC)**
- **Operations Sub-Committee (OSC)**
- **Remuneration Sub-Committee (RSC)**
- **Trustee's Investment Sub-Committee (TISC)**

TRUSTEE'S REPORT

Plan Management

Financial Development of the Plan

	£'000
Fund value at 1 November 2021	**4,160,183**
During the year, income to the fund from contributions, investments and other sources amounted to	109,185
Total expenditure was	(128,513)
Net (decrease) before change in market value	(19,328)
The change in market value of investments was	(1,573,791)
Which gave total decrease in the fund during the year of	**(1,593,119)**
Fund value at 31 October 2022	**2,567,064**

The financial statements have been prepared and audited in accordance with regulations made under Section 41 (1) and (6) of the Pensions Act 1995.

Russian Invasion of Ukraine

Following a series of escalations, on 24 February 2022 Russian military forces began a large-scale military assault on Ukraine. Western nations subsequently introduced significant sanctions on Russian entities and individuals. In addition to the devastating humanitarian impact, the invasion has had widespread implications on supply chains, energy markets and investment markets more generally.

Prior to the conflict there was minimal indirect exposure (< 1%) to Russian assets via pooled funds. Around half of the Plan's exposure came from the passive emerging market equity holdings. The remaining exposure came from a loan to Gazprom via the Plan's Multi Asset Credit allocation. This exposure substantially decreased following the mark-down to zero of Russian holdings within many market indices.

This kind of event creates a great deal of uncertainty for investors and increases the range of possible outcomes for economic growth. This increased uncertainty manifests itself with heightened levels of volatility across markets, as have been seen since the Russian invasion. Diversification of the Plan's investment strategy helps to mitigate the risk caused by heightened levels of market volatility following this kind of event. The Trustee remains comfortable with the approach of the investment strategy in the ongoing environment and, together with its investment advisors, will continue monitoring the investment strategy going forwards.

Gilt Market Crisis

In September 2022, the UK went through a major government bond (gilt) sell-off after the government announced a mini budget that markets deemed fiscally unsound. The 10-year gilt yield increased by over 130 basis points in a very short space of time and ended the quarter at over 4%. Markets positioned for the Bank of England having to double down on tightening in order to offset the expansionary mini budget. Soaring yields led to a scramble for collateral by UK pension plans who used leverage for liability hedging strategies. This ultimately led to the Bank of England providing liquidity support at the longer end of the yield curve. However, the Bank of England also continued to raise rates in the third and fourth quarter of 2022, ending the year at a base rate of 3.5%.

The Plan has a material allocation to UK government bonds, which are held to hedge movements in interest rates and inflation as part of the LDI portfolio. The Plan's exposure to gilts is leveraged, meaning that additional exposure to market movements is achieved through borrowing, with underlying gilts and cash posted as collateral. The Plan also allocated to other bonds assets which were also adversely affected by the prevailing market conditions surrounding the 'mini-budget' announcement. As yields rose sharply, the underlying value of these bonds fell materially. At a Plan level, this resulted in a significant fall in the value of total assets. Conversely, the value of the Plan's liabilities also fell materially as a result of rising yields meaning the impact on the overall funding level was minimised, to the extent possible.

TRUSTEE'S REPORT

Plan Management

GMP Equalisation

Between 6 April 1978 and 5 April 1997, pension schemes that were contracted out of the State Earnings Related Pension Scheme ("SERPS") were required to provide pensions which were at least equal to the member's Guaranteed Minimum Pension (GMP). GMPs are defined in legislation and are not equal for males and females. In particular, GMPs are usually higher for females than males, and come into payment earlier for females (from age 60, versus age 65 for males).

During the 1990s it became clear that pension schemes had to provide benefits on equal terms for male and female members, in respect of service from 17 May 1990 onwards (the date on which the European Court of Justice ruled that this was required). However, it remained unclear whether equalisation for the effect of unequal GMPs was required, and if so, how such equalisation might be carried out.

A test case was heard in July 2018, with the judgement issued on 26 October. This considered the position of Lloyds Banking Group pension scheme members, following an application to the High Court by the Lloyds Trade Union and the scheme's trustee and employer. The High Court ruled that GMP equalisation is required, and that several methods of implementing this are permissible.

While it will take some time to amend member benefits to reflect the court ruling, the Trustee has obtained estimates of the cost of equalisation. The GMP equalisation costs of 0.3% of liabilities for the HP Section and 0.6% of liabilities for the Digital Section include the cost of back-payments and the additional liability in respect of any uplifts to pensions, whereas the figures in the accounts are in respect of back-payments only.

Actuarial Valuations

Under Section 222 of the Pensions Act 2004, every scheme is subject to the Statutory Funding Objective, which is to have sufficient and appropriate assets to cover its technical provisions. The technical provisions represent the present value of the benefits to which members are entitled, based on pensionable service to the actuarial valuation date, and assessed using the assumptions agreed between the Trustee and the Company and set out in the Statement of Funding Principles, which is available to Plan members on request.

A formal actuarial valuation of each of the sections of the Plan is obtained by the Trustee at least once every three years, which involves seeking the advice of the Scheme Actuary. The main purposes of the actuarial valuations are to review the financial position of the Plan by examining the Plan's assets and liabilities and to assess the future rate of contributions the participating employers should pay to ensure that benefits can be paid. The most recent actuarial valuation of each section of the Plan was completed as at 31 October 2021 and new schedules of contributions were agreed. As at the valuation date the funding level of both sections was 108.7%.

The Trustee also monitors the funding position monthly at each De-risking Sub-Committee meeting, using approximate updates supplied by the Scheme Actuary.

TRUSTEE'S REPORT

Plan Management

Membership of the Plan

Details of the current membership numbers in the two sections of the Plan are given below.

	2022			2021
	HP	**Digital**	**Total**	**Total**
Active members	95	77	**172**	192
Deferred members	1,923	4,192	**6,115**	6,599
Pensioners	2,119	5,356	**7,475**	7,105
Total membership of the Plan	**4,137**	**9,625**	**13,762**	**13,896**

	HP	Digital	Total
Active members			
Active members at 1 November 2021	113	79	**192**
Adjustments	(6)	6	**-**
Adjusted balance at 1 November 2021	107	85	**192**
Leavers – members leaving before retirement	(1)	(3)	**(4)**
Retirements	(11)	(5)	**(16)**
Deaths	-	-	**-**
Total active members at 31 October 2022	**95**	**77**	**172**

	HP	Digital	Total
Deferred members			
Deferred members at 1 November 2021	2,074	4,525	6,599
Adjustments	(6)	(15)	**(21)**
Adjusted balance at 1 November 2021	2,068	4,510	**6,578**
Members deferring in the year	1	3	**4**
Transfers out	(17)	(25)	**(42)**
Retirements	(124)	(288)	**(412)**
Deaths	(5)	(8)	**(13)**
Total deferred members at 31 October 2022	**1,923**	**4,192**	**6,115**

	HP	Digital	Total
Pensioner members			
Pensioners members at 1 November 2021	1,986	5,119	**7,105**
Adjustments	9	11	**20**
Adjusted balance at 1 November 2021	1,995	5,130	**7,125**
New pensioners	135	293	**428**
New spouse and dependant pensions	15	46	**61**
Trivial commutation of pension benefits	(7)	(29)	**(36)**
Deaths	(14)	(68)	**(82)**
Dependants' pensions ceasing	(5)	(16)	**(21)**
Total pensioner members at 31 October 2022	**2,119**	**5,356**	**7,475**

Note: Adjustments in the tables above relate to movements notified to the administrator after completion of the annual renewal.

TRUSTEE'S REPORT

Plan Management

Additional Voluntary Contributions

The Plan allows active members to boost their benefits by paying Additional Voluntary Contributions (AVCs), as a means of making extra savings for retirement. This is especially useful for members who are thinking of early retirement and would like to receive a lump sum on retirement without having to reduce their pension in the Plan, or for those who wish to make up for any periods when they were not earning pension rights.

Active members of the Digital Section can either pay In-Plan AVCs, increasing the rate at which their salary linked retirement benefits build up, or Investment Option AVCs, where AVCs are invested in a range of investment funds on a money purchase basis to secure additional pension benefits at retirement. Active members of the HP Section, including the ex BoI/Medas and EDS members, can only pay Investment Option AVCs.

Statement of Trustee's responsibilities for the Financial Statements

The audited financial statements, which are required to be prepared in accordance with UK Generally Accepted Accounting Practice (UK GAAP), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, are the responsibility of the Trustee. Pension scheme regulations require the Trustee to make available to Plan members, beneficiaries and certain other parties, audited financial statements for each Plan year which:

(i) show a true and fair view of the financial transactions of the Plan during the Plan year and of the amount and disposition at the end of the Plan year of the assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Plan year; and

(ii) contain the information specified in the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including a statement whether the accounts have been prepared in accordance with the Statement of Recommended Practice Financial Reports of Pension Schemes.

The Trustee has supervised the preparation of the financial statements and has agreed suitable accounting policies, to be applied consistently, making estimates and judgements on a reasonable and prudent basis. It is also responsible for:

- assessing the Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern;
- using the going concern basis of accounting unless it either intends to wind up the Plan, or has no realistic alternative but to do so; and
- making available each year, commonly in the form of a Trustee's annual report, information about the Plan prescribed by pensions legislation, which it should ensure is fair and impartial.

The Trustee also has certain responsibilities in respect of contributions which are set out in the statement of Trustee's responsibilities accompanying the Trustee's summary of contributions.

The Trustee is responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to it to safeguard the assets of the Plan and to prevent and detect fraud and other irregularities.

The Trustee is responsible for the maintenance and integrity of the Plan and financial information included on the Plan's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

TRUSTEE'S REPORT

Report on Actuarial Liabilities

Hewlett-Packard Section

The most recent full actuarial valuation of the HP Section of the Plan was carried out as at 31 October 2021. This showed that on that date:

The value of the Technical Provisions was:	£1,873.9 million
The value of the assets at that date was:	£2,037.6 million

The method and significant actuarial assumptions used to determine the Technical Provisions are as follows (all assumptions adopted are set out in the Appendix to the Statement of Funding Principles):

Method

The actuarial method used in the calculation of the Technical Provisions is the Projected Unit Method.

Significant Actuarial Assumptions

Discount interest rate: rate set by reference to the single equivalent yield of the "Term-Dependent Discount Rate", which is equal to the forward gilt curve plus an addition of:

- 1.0% p.a. to the forward rates commencing before 31 October 2030.
- 0.5%p.a. to the forward rates commencing on or after 31 October 2030.

Future Retail Price inflation: Set based on market implied information only assuming the Plan is and expects to remain fully hedged against inflation.

Future Consumer Price inflation: RPI less:

- A deduction of 0.9% p.a. to December 2029
- A deduction of 0.1% p.a. from January 2030.

Pension increases: derived from the assumptions for future retail price and consumer price inflation allowing for the caps and floors on pension increases according to the provisions in the Plan's Rules.

Pay increases: 3.0% p.a. in line with long-term pay increase expectations.

Mortality: standard tables SAPS S3 "Light" with a scaling factor of 106% for male and 105% for female members. Future improvements in line with CMI_2021 projections with a long-term improvement rate of 1.25% p.a. for men and women, a period smoothing parameter of 7.0, and an initial addition to mortality improvements parameter (A) of 0.5% p.a.

A Schedule of Contributions was put in place in October 2022 as part of the actuarial valuation. The Schedule of Contributions sets out the contributions payable in future years, but contributions are recalculated as at 31 October on an annual basis and a new schedule may be put in place if appropriate.

Report on Actuarial Liabilities

Digital Section

The most recent full actuarial valuation of the Digital Section of the Plan was carried out as at 31 October 2021. This showed that on that date:

The value of the Technical Provisions was:	£1,936.1 million
The value of the assets at that date was:	£2,103.9 million

The method and significant actuarial assumptions used to determine the Technical Provisions are as follows (all assumptions adopted are set out in the Appendix to the Statement of Funding Principles):

Method

The actuarial method used in the calculation of the Technical Provisions is the Projected Unit Method.

Significant Actuarial Assumptions

Discount interest rate: rate set by reference to the single equivalent yield of the "Term-Dependent Discount Rate". The Term-Dependent Discount Rate is equal to the forward gilt curve plus an addition of:

- 1.0% p.a. to the forward rates commencing before 31 October 2030.
- 0.5%p.a. to the forward rates commencing on or after 31 October 2030.

Future Retail Price inflation: Set based on market implied information only assuming the Plan is and expects to remain fully hedged against inflation.

Future Consumer Price inflation: RPI less:

- A deduction of 0.9% p.a. to December 2029
- A deduction of 0.1% p.a. from January 2030.

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TRUSTEE'S REPORT

Implementation Statement

Introduction

This statement sets out how, and the extent to which, the Engagement Policy in the Statement of Investment Principles ('SIP') produced by the Trustee of the Hewlett-Packard Limited Retirement Benefits Plan (the "Plan") has been followed during the year to 31 October 2022. This statement has been produced in accordance with the Pension Protection Fund (Pensionable Service) and Occupational Pension Schemes (Investment and Disclosure) (Amendment and Modification) Regulations 2018 and the Occupational Pension Schemes (Investment and Disclosure) (Amendment) Regulations 2019 and the guidance published by the Pensions Regulator.

Investment Objectives of the Plan

The Trustee believes it is important to consider the policies in place in the context of the investment objectives they have set. The primary objective of the Plan included in the SIP is to provide, on a defined benefits basis, pension and lump sum benefits for members on their retirement, or benefits on death, before or after retirement, for their dependents.

Policy on ESG, Stewardship and Climate Change

The Plan's SIP includes the Trustee's policy on Environmental, Social and Governance ('ESG') factors, stewardship and Climate Change. This policy sets out the Trustee's beliefs on ESG and climate change and the processes followed by the Trustee in relation to voting rights and stewardship. The Trustee keeps the policies under regular review with the SIP subject to review at least every 3 years but in practice usually every 12 to 18 months.

The SIP was most recently reviewed in March 2021.

Engagement

As set out in the SIP, the Trustee has given the investment managers full discretion in evaluating ESG factors, including climate change considerations. The Trustee considers how ESG, climate change and stewardship is integrated within investment processes when appointing new investment managers and monitoring existing managers.

The Trustee has elected to invest a portion of the Plan's assets through segregated mandates, and has specified criteria for these managers in the investment management agreements for the manager to invest in line with. The criteria align with the Trustee's specific investment requirements.

Voting and Engagement policies and activities are most relevant for mandates where equities are held directly or indirectly. These policies are less applicable for the Plan's LDI portfolio, credit mandates and private debt holdings. The Plan's investment managers provided the following responses in relation to voting and engagement:

- State Street Global Advisors Ltd ("SSGA") is a signatory of the 2020 UK Stewardship Code. Through company engagement, proxy voting and thought leadership, SSGA aims to encourage companies to enhance diversity at the board level, strengthen board leadership and improve disclosure on their sustainability practices. Over the year to 30 September 2022, SSGA had 977 engagements of which 358 where environment-related.

  Engagement example: In 2022, SSGA initiated a series of targeted engagements with portfolio companies in the North American oil and gas industry on the topic of methane. SSGA engaged with ConocoPhillips in Q2 2021 ahead of its AGM on the company's approach to managing GHG emissions, including scope 3 and methane emissions. It discussed opportunities to enhance methane data quality and measurement-based reporting including joining the Oil and Gas Methane Partnership (OGMP) 2.0, a multi-stakeholder initiative launched by UNEP and the Climate and Clean Air Coalition. In Q3 2022, SSGA conducted a second engagement with the company to discuss its methane detection, monitoring and reduction efforts in further detail. In Q3 2022, ConocoPhillips formally joined OGMP 2.0. The company committed to report methane emissions from both operated and non-operated assets and to incorporate source-level and site-level measurements in line with the OGMP's guidance. The company also set a new medium-term target to achieve a near-zero methane emissions intensity by 2030. SSGA intends to continue to engage with the company on its methane emissions management and reporting efforts.

Implementation Statement

- Legal and General Investment Management ("L&G") is a signatory of the 2020 UK Stewardship Code. L&G's direct engagement with companies is a way it seeks to identify ESG risks and opportunities. Ongoing dialogue with companies is a fundamental aspect of L&G's responsible investment commitment. L&G's focus is to hold boards accountable, create sustainable value and promote market resilience. Over the year to 30 September 2022 L&G undertook 690 engagements, of which 300 were environment-related. Specifically to the Global Developed Small Cap Index Fund, L&G undertook 135 engagements, of which 55 were on environmental topics. For the Plan's Buy and Maintain portfolios, L&G undertook 154 engagements, of which 83 were on environmental topics.

  Over the year, from an environmental perspecive, L&G focused on climate transitions plans and deforestation. L&G is taking steps to meet its COP26 Commitment on Eliminating Agricultural Commodity Driven Deforestation from Investment Portfolios, which it signed in 2021. L&G has launched a deforestation engagement campaign, writing to around 300 companies from a set of deforestation-critical sectors within its portfolios for which it has data, outlining its expectations, their current performance against these, and explaining L&G's new deforestation voting policy. Drawing on available data, as well as its in-house research, expertise and engagement, L&G will be assessing companies' progress ahead of 2023 AGM season.

- CQS (UK) LLP ("CQS") is a signatory of the 2020 UK Stewardship Code. CQS views engagement as a means to seek to influence long-term changes in companies. The manager also believes it can use engagement and working with businesses to improve ESG factors, and would like to use its position to seek ESG improvements from its borrowers.

  Engagement example: EG Group is one of CQS's ongoing targeted engagement companies that it has been engaging with since 2020. The company had been lagging its peers in the industry regarding ESG, with little public information to investors. They had no ESG report or related targets and CQS had been engaging with them for two years to encourage better disclosure. CQS's recent quarterly engagement call was to understand new ESG related initiatives and track the progress made. EG Group published its ESG report in October 2022, a month before expected. In the report, they announced scope 1 & 2 decarbonisation targets of 50% reduction by 2030. While the scope 1 & 2 emission reduction targets are a step in the right direction, the firm's carbon footprint remains largely unchallenged as 70% of their emissions come from scope 3 emissions. CQS continues to monitor the firm's development of their scope 3 targets, which they inform CQS are expected next year. The company have also recently established ESG-linked reward across the leadership structure in Europe, aligning all manager-level and above colleagues to ESG objectives. The report also confirmed that they are implementing a Diversity and Inclusion Plan in each market by 2024, are seeking at least 40% women in senior leadership positions by 2025 (from 23% in 2021) and have invested in training, as well as employee engagement. CQS targeted engagement with EG Group continues to be positive with the company making good strides to ramp up their ESG structure, disclosures, and targets. CQS will continue to monitor progress.

- Apollo Global Management ("Apollo") is not a signatory of the 2020 UK Stewardship Code, however, it is currently in the process of evaluating joining it in 2023. Apollo recently hired a Senior Stewardship & Engagement Specialist, Lori Shapiro, to lead the evaluation effort along with Apollo's broader engagement strategy within credit. Apollo is a signatory to UNPRI (United Nations Principles for Responsible Investment) and the IFC Operating Principles for Impact Management.

  Engagement example: In June 2022, Apollo engaged with Ampol Limited, a company that operates in the oil, fuel and gas industry, to incorporate sustainability-performance targets into the structure of Ampol's debt. The sustainability targets include carbon emssions and installation of electrical vehicle charging points. Ampol currently has A$1bn of outstanding sub-debt, and the proposed transaction with Apollo (A$150mn) will be the first to have sustainability linkage (for sub-debt).

Implementation Statement

- Ares Management LLC ("Ares") is not a signatory of the 2020 UK Stewardship Code but the manager has adopted a UK Stewardship Code Disclosure Statement. Specific to the Ares Secured Income Fund, to the extent applicable to the investment evaluation process for a particular investment, Ares may use independent experts to evaluate specific issues, including environmental and other relevant ESG-related considerations. Although Ares does not utilise ESG-specific data providers, as part of the Alternative Credit team's investment diligence process, all investments are subjected to a thorough legal and regulatory review to ensure that the counterparty is not only in compliance with applicable regulations, but also following industry best practices. Additionally, the investment team may arrange calls with third-party specialists to cover several industry factors and themes, which may include ESG-related factors.

  Most recently, Ares worked to amend its corporate revolving credit facility to introduce Sustainability-Linked Pricing. This amendment ties a portion of its borrowing costs to certain ESG-related targets, including measurements of greenhouse gas emissions as well as diversity metrics relating to employees and third-party supplier spend.

  Ares recently established a Fossil Fuel Working Group with representatives from investment teams that may hold fossil fuel assets in their portfolios. The group is currently formulating Ares' approach to engagement with traditional fossil fuel producers to support them on their path to decarbonisation.

- HSBC Global Asset Management ("HSBC") is a signatory of the 2020 UK Stewardship Code. Due to the nature of the underlying assets of the Plan's mandates (prior to termination during the year under review), most of HSBC's engagement activity occurs prior to the investment (deals marketed on the primary market). HSBC also engages post-investment by attending investor days.

- M&G Investments ("M&G") is a signatory of the 2020 UK Stewardship Code. M&G's engagement process is outcome-driven, systematic and aims to achieve specific objectives. For both the Real Estate Debt Fund ("REDF") and Long Dated Asset Fund ("LDAF"), M&G stresses the importance of assessing ESG and improving ESG outcomes but note that as a debt holder it does not have the same level of control as an equity holder.

  Engagement example (REDF): M&G financed an office property in Berlin in December 2019. Over the course of the loan term M&G has discussed the increasing importance of environmental performance for tenants and investors with the sponsor, particularly raising this again in November 2021. The sponsor is now investigating options for green building certification with the facility manager. In January 22 M&G further discussed the benefits of building in biodiversity improvements to the sponsor's landscaping capex plans. M&G will follow up to continue to encourage this and to determine whether these points are ultimately pursued.

Engagement example (LDAF): In early 2022, M&G provided financing for the retrofitting of some of the European Ferry Operators' existing fleet, construction of new hybrid-electric ferries and supporting charging infrastructure. M&G objective was to ensure a timely and high standard of ESG and impact reporting and disclosure. It also wanted to minimise the company's ability to "offload" more polluting ferries to markets with less stringent environmental standards. M&G engaged with the borrower to agree a year-end management presentation that would include a specific update on ESG/Sustainability items and progress of electrification of the fleet, with data comparing annual diesel/LNG fuel consumption and reduction of emissions. In addition to the borrower publishing their sustainability report, M&G limited the company's ability to offload the more polluting ferries to other markets by capping earning from non-core and international operations at 10% of the group's total, thereby minimising the company's ability to expand international operations whereby they could be providing services using the older, diesel-fueled fleet. The issuer agreed to include, as a standing agenda item, a management presentation to be delivered at least once every year, an update on the progress on electrification of fleet, as well as consumption/emission reporting. The 10% cap was agreed following negotiations with the borrower.

- Goldman Sachs Asset Management ("GSAM") through its public markets investing business is a signatory of the 2020 UK Stewardship Code. The Liquid Reserves Fund in which the Plan invests falls under this umbrella. However, the Asset and Wealth Management Division, which manages the Broad Street Loan Partners III and IV funds, does not fall within this purview, but is expected to be included as part of GSAM's submission in 2023. GSAM aim to integrate ESG throughout the each investment's lifecycle; from sourcing to due diligence, and while the asset is held and realised. GSAM applies its ESG approach across the portfolio by identifying and managing potential risks, enhancing efficiencies and investing in key sustainable themes with the aim of delivering attractive risk-adjusted returns.

Engagement example: One of the companies within the portfolio, a European provider of industrial water and gas filtration solutions, is focused on enabling their customers to remove harmful particles from their air emissions and wastewater, enhancing compliance with environmental regulations. Through due diligence, GSAM assessed the company's filtration technology to understand the environmental impact of their products and the corresponding commercial levers. The company is focused on recycling the activated carbon used in the filter technology, reducing the need for virgin carbon compared to the traditional alternative approach. Through a 10-year R&D effort, the company is seeking to extend the application of the circular model to biogas facilities, a key differentiator as no competitor currently has the capability of closing the loop in the biogas market. The company's facility is currently being built out and is expected to go-live in 2023, and GSAM expects to continue to monitor material developments in this space.

Throughout the life of the loan, GSAM incentivises the company's focus on environmental impact through the incorporation of a margin ratchet, which decreases the margin for improved carbon footprint savings resulting from the implementation of their circular model. On an annual basis, the company delivers a Carbon Footprint Certificate enabling GSAM to monitor the Company's progress and assess whether the step-down applies. In 2022, the company reported that they achieved a 22.7 tCO_2e reduction through sales of reactivated carbon instead of virgin carbon, an improvement from the 7.7 tCO_2e reported in the previous year, demonstrating the growing positive environmental impact of their business.

The Plan's investment performance report is reviewed by the Trustee on a quarterly basis – this includes ratings (both general and specific to ESG) from the investment adviser. The investment performance report includes how each investment manager is delivering against their specific mandates.

TRUSTEE'S REPORT

Implementation Statement

Voting Activity

The Trustee has delegated its voting rights to the investment managers. The Trustee expects the Plan's investment managers, unless impracticable, to exercise all voting rights attaching to shares or securities and take account of current best practice including the UK Corporate Governance Code and the UK Stewardship Code, where applicable. Where relevant, investment managers are expected to provide voting summary reporting on a regular basis, at least annually. As such, the Trustee considers the voting and engagement policies of the investment managers to be in line with the Trustee's policy as outlined in the SIP.

The Trustee does not use the direct services of a proxy voter. Due to the nature of the underlying holdings, only the equity managers are able to provide voting information. Over the last 12 months, the key voting activity on behalf of the Trustee is outlined below.

SSGA – Global Equity[1]

- SSGA uses the services of proxy voting company, Institutional Shareholder Services ("ISS").
- There have been 5,636 votable meetings over the year. In these meetings, there were a total of 53,154 votable proposals.
- SSGA has participated in the vote for 52,040 of the 53,154 votable proposals. In around 98% of these votes for proposals, SSGA has indicated its support to the companies' managements, whilst voting against around 17% of the proposals.
- Of the most significant votes in which SSGA participated, the majority were voting against management proposals on compensation of executive officers, apart from within the Japan ESG Screened Index Equity Fund, where the majority of significant votes were on proposals to "Phase out nuclear facilities". Both SSGA and management voted against such proposals for the Chubu Electric Power Company and the Kansai Electric Power Company; SSGA's rationale is that the companies' disclosure and/or practices related to nuclear power are reasonable.

L&G – Small Cap Equity[1]

- L&G uses the services of ISS for proxy voting.
- There have been 4,030 votable meetings over the year, of which L&G was eligible to vote on behalf of the Trustee. In these meetings, there were a total of 41,792 votable proposals.
- L&G has participated in the vote for 41,666 of the 41,792 votable proposals (i.e. 99.7%). Of these votes, L&G voted 75.5% with management, while voting against management in 24.5% of the proposals.
- Of the most significant votes in which L&G participated, the majority were voting against management proposals on the election/re-election of directors. As an example, in July 2022 L&G voted against the election of the Director for the DXC Technology Company. The reason for the vote was that L&G expects companies not to recombine the roles of Board Chair and CEO without prior shareholders' approval.

[1] Voting information as at 30 September 2022 as SSGA and LGIM standard reporting is to provide voting information at each quarter end.

TRUSTEE'S REPORT

Investment Report

Introduction

Investment policy can be considered in two parts; (1) the strategic asset allocation, the setting of which is one of the fundamental responsibilities of the Trustee and (2) the day-to-day management of the assets, which has been delegated to professional investment managers.

As detailed on page 3, the TISC considers all investment issues and makes recommendations to the main Trustee Board. The DSC is responsible for overseeing the implementation of the Trustee's de-risking strategy.

Diversification

The Trustee ensures that risks have been spread in two different ways:

- First, by ensuring that the investments of the Plan are suitably diversified as regards asset class, geographical spread and the number of securities held.
- Second, by appointing a number of investment management firms, each of which is considered to be a leader in its respective market. Each investment manager has been given clear investment guidelines and performance objectives.

Statement of Investment Principles

In accordance with section 35 of the Pensions Act 1995, the Trustee has produced a Statement of Investment Principles.

The statement is required by law and summarises how the Trustee:

- sets the investment policy and chooses the most suitable types of investments for the Plan;
- delegates buying and selling investments to the Plan's investment managers;
- monitors the performance of the Plan's investments.

The Trustee has considered financially material considerations, including the impact of climate change, as well as ethical and socially responsible investments and has delegated to the investment managers responsibility for taking social, environmental and ethical considerations into account when assessing the financial potential and suitability of investments, and for exercising the rights attaching to the Plan's investments. A copy of the statement is publicly available online.

Aligning Manager Appointments with Investment Strategy

The Managers are appointed by the Trustee based on their capabilities and, therefore, their perceived likelihood of achieving the expected return and desired risk characteristics. The Trustee utilises the Investment Consultant's forward-looking manager research ratings in decisions around manager appointments. These ratings are based on the Investment Consultant's assessment of the manager's idea generation, portfolio construction, implementation and business management. The Trustee will consider how ESG and stewardship are integrated into the investment process as well as ensuring fees are competitive within the asset class.

If the investment objective for a particular Manager's fund changes, the Trustee will review the fund appointment to ensure that it remains appropriate and consistent with the wider Trustee's investment objectives.

The Managers are remunerated based on an agreed percentage of assets (with the exception of LDI which us on a percentage of liabilities), with some also having in place performance related fee structures.

The majority of the Plan's investments are made through pooled investment vehicles. Where this applies, the Trustee accepts that it has no ability to specify the risk profile and return targets of the Manager. Such issues are taken into consideration when selecting and monitoring the Managers to align with the overall investment strategy requirements.

Some of the Plan's investments are managed on a segregated basis, and therefore the Trustee has specified criteria in the investment manager agreements for the Manager to be in line with the Trustee's specific investment requirements.

Investment Report

Incentivising Managers to Consider Long-Term Financial and Non-financial Performance

The Trustee also considers the Investment Consultant's assessment of how each Manager embeds ESG into its investment process and how the Manager's responsible investment philosophy aligns with the Trustee's beliefs around responsible investment. This includes the Managers' policy on voting and engagement (where relevant) The Trustee will use this assessment in decisions around selection, retention and realisation of Manager appointments where applicable.

The Managers are aware that their continued appointment is based on their success in delivering the mandate for which they have been appointed. If the Trustee is dissatisfied, then they will consider replacing the Manager.

Evaluating Investment Manager Performance and Remuneration

The Trustee receives investment performance reports from the Managers and the Investment Consultant on a quarterly basis, which present performance information over various time periods. The Trustee reviews absolute performance and, in many cases, relative performance, either against a suitable index used as a benchmark (where relevant) and/or against the Manager's stated performance target (over the relevant time period). The Trustee may also evaluate a manager's performance using other metrics based on the nature of the asset class (such as the number of defaults and downgrades in credit portfolios). The Trustee's focus is primarily on long-term performance, but short-term performance is also reviewed on a regular basis.

There are active mandates with performance related fees, which have hurdle rate structures in place to avoid the Trustee paying additional fees during periods of long-term underperformance.

Portfolio Turnover Costs

The Trustee aims to monitor the portfolio turnover costs of the Plan's assets on a regular basis. The Trustee will engage with a manager if portfolio turnover is higher than expected. This is assessed by comparing portfolio turnover across the same asset class, on a year-for-year basis for the same manager fund, or relative to the Manager's specified portfolio turnover range in the investment guidelines or prospectus. Manager performance is assessed net of all fees and costs, including transaction costs, and therefore managers are incentivised in this way to keep portfolio turnover costs to the minimum required to meet or exceed their objectives.

Manager Turnover

The Trustee is a long-term investor and is not looking to change the investment arrangements on a frequent basis.

For open-ended funds, the Trustee will retain an investment manager unless there is a change to the overall investment strategy that no longer requires exposure to that asset class or Manager, or the Manager appointment has been reviewed and the Trustee is no longer confident that the Manager can achieve their performance objective. For portfolios managed on a segregated basis, the Trustee may terminate a manager's appointment by providing notice as detailed in the Investment Management Agreement.

For funds that have a fixed lifetime and are illiquid, the Plan is invested in a manager's fund for the lifetime of the fund. At the time of appointment, the Managers provide an indication of the expected investment duration of their fund and have the discretion to extend the lifetime of the fund in line with the fund documentation. In order to maintain a strategic allocation to the relevant asset class, the Trustee may choose to stay with a manager in a new fund for that asset class or appoint a different Manager.

TRUSTEE'S REPORT

Investment Report

Strategic Asset Allocation

The Trustee made three changes to the strategic asset allocation over the year to 31 October 2022:

- (HP and Digital Sections) In June 2022, the allocation to Secured Finance was reduced by 5%, in exchange for a corresponding increase in the allocation to LDI.
- (HP and Digital Sections) In September 2022, the 2% allocation to Small Cap Equity was terminated, in exchange for a corresponding increase in the allocation to Global Equity. The Plan's physical Global Equity allocation was also terminated and replicated synthetically. The overall strategic allocation to Global Equity remained the same.
- (HP and Digital Sections) In October 2022, the 13% allocation to Buy & Maintain Credit was terminated, in exchange for a corresponding increase in the allocation to LDI.
- (HP and Digital Sections) In October 2022, the allocation to Multi Asset Credit was reduced by 10%, in exchange for a corresponding increase in the allocation to LDI.

The changes to the Equity, Buy & Maintain Credit and Multi Asset Credit portfolios were driven by the need to raise additional collateral to support the derivative exposures within the LDI portfolio following extreme rises in gilt yields experienced over September and October 2022. As such, the Trustee will review the strategic asset allocation post year-end.

The Plan maintains a passive currency hedge overlay mandate managed by Insight which hedges some of the Plan's currency exposures. The Goldman Sachs Senior Private Debt and USD Liquidity Fund holdings alongside the L&G Buy and Maintain Credit mandates (prior to termination in October 2022), are fully hedged from US dollar back to sterling. Euro exposure within the L&G Buy and Maintain Credit mandates was also hedged back to sterling. Prior to termination in September 2022, 50% of foreign currency exposure within the L&G Small Cap Equity fund was also hedged by Insight.

With full approval of the Trustee and after consultation with the Company, the Plan's strategic asset allocation, excluding AVCs, as at 31 October 2022 is as follows:

Hewlett-Packard Section

Asset Class	Allocation as at 31/10/2022 (%)	Allocation as at 31/10/2021 (%)
Global Equity	10.0	8.0
Small Cap Equity	-	2.0
Multi Asset Credit	10.0	20.0
Buy & Maintain Credit	-	13.0
Secured Finance	5.0	10.0
Illiquid Secure Income	8.5	8.5
Senior Private Debt*	7.5	7.5
LDI	59.0	31.0
Total	**100.0**	**100.0**

100% of the developed market overseas currency exposure is hedged back to sterling for the Protection assets (last 6 rows of the above table) where relevant.

* These strategic allocations are inclusive of mandates being used to hold commitment amounts. Senior Private Debt will be held in GSAM's USD Liquidity Fund, in relation to the Goldman Sachs mandates, and will be held in LDI for Real Estate Debt.

Investment Report

Digital Section

Asset Class	Allocation as at 31/10/2022 (%)	Allocation as at 31/10/2021 (%)
Global Equity	10.0	8.0
Small Cap Equity	-	2.0
Multi Asset Credit	10.0	20.0
Buy & Maintain Credit	-	13.0
Secured Finance	5.0	10.0
Illiquid Secure Income	8.5	8.5
Senior Private Debt*	7.5	7.5
LDI	59.0	31.0
Total	**100.0**	**100.0**

100% of the developed market overseas currency exposure is hedged back to sterling for the Protection assets (last 6 rows of the above table) where relevant.

* These strategic allocations are inclusive of mandates being used to hold commitment amounts. Senior Private Debt will be held in GSAM's USD Liquidity Fund, in relation to the Goldman Sachs mandates, and will be held in LDI for Real Estate Debt.

Distribution of Assets

The following tables provide a breakdown of the value of the total Plan assets on an investment type and manager basis (excluding AVCs and accrued income), by Section, and excluding net current assets other than cash at bank as at 31 October 2022:

Hewlett-Packard Section

	Market Value (£m)*	Percentage %
Global Equity[1]	(7.3)	(0.6)
Property	0.0	0.0
Multi Asset Credit	291.1	23.6
Buy & Maintain Credit	34.8	2.8
Secured Finance	85.8	7.0
Illiquid Secure Income	142.3	11.6
Senior Private Debt[2]	176.2	14.3
LDI[3]	496.6	40.4
Cash	10.9	0.9
Total	**1,230.40**	**100.0**

Source: Northern Trust
* Based on bid valuations where available.
[1] Allocation to Global Equity implemented synthetically with Insight. Market value shown represents the mark-to-market gain/(loss) since inception of the mandate. Notional exposure to Global Equity equals £126.7m.
[2] Senior Private Debt valuations include amounts being held to fund commitments.
[3] LDI valuation includes £15.2m of unrealised losses from the currency hedge.

TRUSTEE'S REPORT

Investment Report

Investment Manager	Asset Class	Market Value (£m)*	Percentage %
SSGA	Global Equity	0.0	0.0
L&G	Small Cap Equity	0.0	0.0
Insight[1]	Synthetic Equity	(7.3)	(0.6)
UBS	Property	0.0	0.0
Insight[3]	LDI	496.6	40.3
CQS	Multi Asset Credit	111.9	9.1
Apollo	Multi Asset Credit	179.1	14.6
Ares	Secured Finance	86.0	7.0
HSBC	Secured Finance	-0.1	0.0
L&G	Buy & Maintain Credit	34.8	2.8
M&G	Illiquid Secure Income	142.3	11.6
M&G	Real Estate Debt	21.3	1.7
Goldman Sachs[2]	Senior Private Debt	154.9	12.6
Other	Cash	10.9	0.9
Total		**1,230.40**	**100.0**

Source: Northern Trust
* Based on bid valuations where available.
[1] Allocation to Global Equity implemented synthetically with Insight. Market value shown represents the mark-to-market gain/(loss) since inception of the mandate.
[2] Senior Private Debt valuations include amounts being held to fund commitments.
[3] LDI valuation includes £15.2m of unrealised losses from the currency hedge.

Digital Section

	Market Value (£m)*	Percentage %
Global Equity[1]	(7.7)	(0.6)
Multi Asset Credit	328.4	25.0
Buy & Maintain Credit	36.6	2.8
Secured Finance	91.4	6.9
Illiquid Secure Income	154.7	11.7
Senior Private Debt[2]	187.7	14.2
LDI[3]	516.9	39.1
Cash	12.5	0.9
Total	**1,320.5**	**100.0**

Source: Northern Trust
* Based on bid valuations where available.
[1] Allocation to Global Equity implemented synthetically with Insight. Market value shown represents the mark-to-market gain/(loss) since inception of the mandate. Notional exposure to Global Equity equals £133.8m.
[2] Senior Private Debt valuations include amounts being held to fund commitments.
[3] LDI valuation includes £16.0m of unrealised losses from the currency hedge.

TRUSTEE'S REPORT

Investment Report

Investment Manager	Asset Class	Market Value (£m)*	Percentage %
SSGA	Global Equity	0.0	0.0
L&G	Small Cap Equity	0.0	0.0
Insight	Synthetic Equity	(7.7)	(0.6)
Insight	LDI	516.9	39.1
CQS	Multi Asset Credit	137.9	10.5
Apollo	Multi Asset Credit	190.5	14.5
Ares	Secured Finance	91.2	6.9
HSBC	Secured Finance	0.2	0.0
L&G	Buy & Maintain Credit	36.6	2.8
M&G	Illiquid Secure Income	154.7	11.7
M&G	Real Estate Debt	22.8	1.7
Goldman Sachs	Senior Private Debt	164.9	12.5
Other	Cash	12.5	0.9
Total		**1,320.5**	**100.0**

Source: Northern Trust
* Based on bid valuations where available.
[1] Allocation to Global Equity implemented synthetically with Insight. Market value shown represents the mark-to-market gain/(loss) since inception of the mandate.
[2] Senior Private Debt valuations include amounts being held to fund commitments.
[3] LDI valuation includes £16.0m of unrealised losses from the currency hedge.

Due to market movements over the year, the actual asset allocation at year end has deviated from the benchmark asset allocation set out in the Statement of Investment Principles. The Trustee has kept the asset allocation under review to determine if rebalancing is appropriate.

Investment Performance

The Trustee and the TISC must balance the need to maintain the security of members' benefits with the aim of achieving the best possible return on the assets of the Plan.

The performance of the Plan's two Sections is detailed below:

Hewlett-Packard Section

Total Section	1 Year (% p.a.)	3 Year (% p.a.)	5 Year (% p.a.)
Actual	-38.3	-10.9	-3.3
Benchmark	-39.0	-11.6	-3.2

Net of fees, including impact of currency hedging
Source: Northern Trust.

Over the one-year period, the HP Section outperformed its benchmark by 0.7% (net of fees).

Over the three-year period to 31 October 2022, the Section returned -10.9% p.a. outperforming its benchmark by 0.7% p.a. (net of fees).

Over the five-year period to 31 October 2022, the Section returned -3.3% p.a. (net of fees), underperforming its benchmark by 0.1% p.a. (net of fees).

TRUSTEE'S REPORT

Investment Report

As at 31 October 2022 the benchmark comprised:

Asset Class	Benchmark	Allocation (%)
Global Equity	MSCI ACWI	10.0
Multi Asset Credit	3 Month GBP LIBOR + 5.0% p.a. in GBP	10.0
Illiquid Secure Income	Bank of America Merrill Lynch 5 year Fixed Interest Gilts + 2.5% p.a.	8.5
Senior Private Debt	Absolute Return of 5%[1] p.a. Absolute Return of 6.5%[2] p.a.	7.5
Secured Finance	Absolute Return of 4.5% p.a.	5.0
LDI	Liability cashflows benchmark	59.0
	Total	**100.0**

[1] M&G Real Estate Debt Finance VI targets an absolute return of 5% p.a.
[2] For the assets held in the USD Liquidity Fund, the benchmark is SONIA; Goldman Sachs Broad Street III and IV target an absolute return of 6.5% p.a.

Digital Section

Total Section	1 Year (% p.a.)	3 Year (% p.a.)	5 Year (% p.a.)
Actual	-35.2	-10.0	-2.9
Benchmark	-36.1	-10.7	-2.8

Net of fees, including impact of currency hedging
Source: Northern Trust.

Over the one-year period, the Digital Section outperformed its benchmark by 0.9% (net of fees).

Over the three-year period to 31 October 2022, the Section underperformed its benchmark by 0.7% p.a. (net of fees)

Over the five-year period to 31 October 2022, the Section returned -2.9% p.a. (net of fees), underperforming its benchmark by 0.1% p.a. (net of fees).

As at 31 October 2022 the benchmark comprised:

Asset Class	Benchmark	Allocation (%)
Global Equity	MSCI ACWI	10.0
Multi Asset Credit	3 Month GBP LIBOR + 5.0% p.a. in GBP	10.0
Illiquid Secure	Bank of America Merrill Lynch 5 year Fixed Interest Gilts + 2.5% p.a.	8.5
Senior Private Debt	Absolute Return of 5%[1] p.a. Absolute Return of 6.5%[2] p.a.	7.5
Secured Finance	Absolute Return of 4.5% p.a.	5.0
LDI	Liability cashflows benchmark	59.0
	Total	**100.0**

[1] M&G Real Estate Debt Finance VI targets an absolute return of 5% p.a.
[2] For the assets held in the USD Liquidity Fund, the benchmark is SONIA; Goldman Sachs Broad Street III and IV target an absolute return of 6.5% p.a.

TRUSTEE'S REPORT

Investment Report

Management of Investments

The day-to-day management of the Plan investments is delegated by the Trustee to external investment managers.

The Trustee allocates a proportion of the Plan assets to each investment manager and sets them specific investment performance targets. It reviews the investment managers' investment activity and performance against the targets set for them. The objectives established for the investment managers are generally either to match or outperform a particular benchmark index or target.

The investment managers and their respective benchmarks are listed below for each of the Sections.

Hewlett-Packard Section

Investment Manager		
Ares Management LLC	Invest in: Benchmark:	Secured Finance Absolute Return of 5% p.a.
Apollo Global Management (Apollo)	Invest in: Benchmark:	Global Credit Outperform 3 month GBP LIBOR + 5.0% p.a.
M&G Investments (M&G)	Invest in: Benchmark: Invest in: Benchmark:	Illiquid Secure Income Outperform Bank of America Merrill Lynch 5 year Fixed Interest Gilts + 2.5% p.a. Real Estate Debt Absolute Return of 5% p.a.
Goldman Sachs Asset Management (GSAM)	Invest in: Benchmark: Invest in: Benchmark:	Senior Private Debt Absolute Return of 6.5% p.a. USD Liquidity SONIA
Insight Investment Management Limited (Insight)	Invest in: Benchmark: Invest in: Benchmark: Invest in: Benchmark:	UK bonds, swaps and cash Match liability cashflows Foreign exchange contracts n/a Equity Total Return Swaps MSCI ACWI

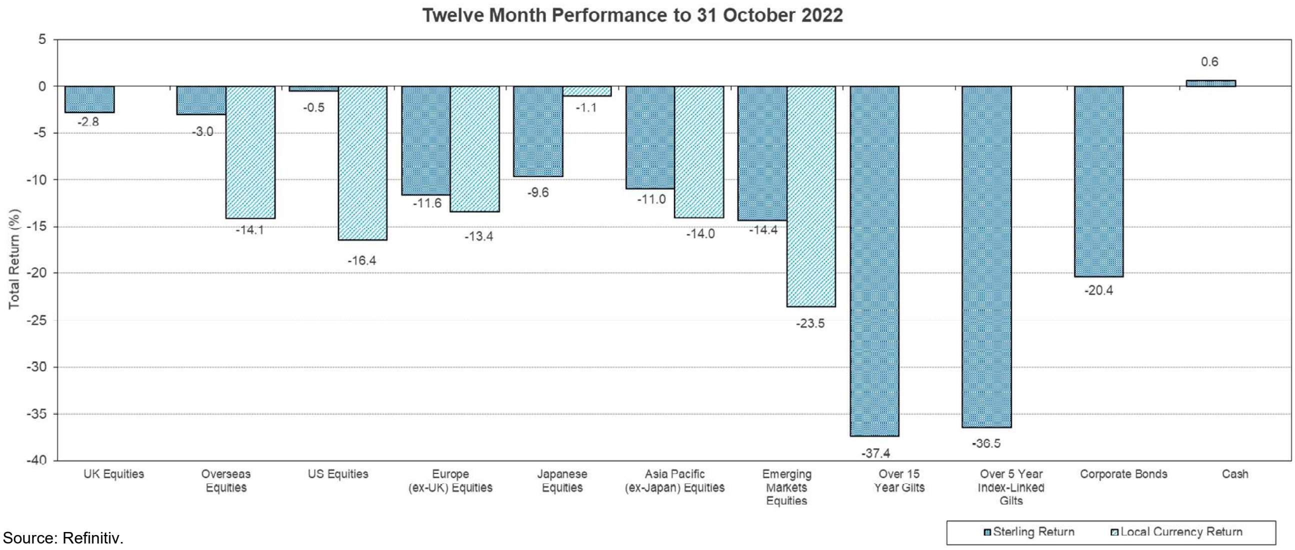
THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2022

TRUSTEE'S REPORT

Investment Report

Digital Section

Investment Manager	
Ares Management LLC	Invest in: Secured Finance Benchmark: Absolute Return of 5% p.a.
Apollo Global Management (Apollo)	Invest in: Global Credit Benchmark: Outperform 3 month GBP LIBOR + 5.0% p.a.
M&G Investments (M&G)	Invest in: Illiquid Secure Income Benchmark: Outperform Bank of America Merrill Lynch 5 year Fixed Interest Gilts + 2.5% p.a. Invest in: Real Estate Debt Finance Benchmark: Absolute Return of 5% p.a.
Goldman Sachs Asset Management (GSAM)	Invest in: Senior Private Debt Benchmark: Absolute Return 6.5% p.a. Invest in: USD Liquidity Benchmark: SONIA
Insight Investment Management Limited (Insight)	Invest in: UK bonds, swaps and cash Benchmark: Match liability cashflows Invest in: Foreign exchange contracts Benchmark: n/a Invest in: Equity Total Return Swaps Benchmark: MSCI ACWI



Source: Refinitiv.

Market Background

Returns were negative across all asset classes with the exception of commodities over the 12 month period to 31 October 2022, as markets priced in the increased likelihood of recession towards the end of the year, caused by rising inflation and subsequent increases in interest rates. Other contributory factors to the negative returns were the impact of the mini budget on Gilt markets and the Russian invasion of Ukraine as explained further on page 4.

Both nominal and real gilt yields continued to be volatile over the year. Over 15 Year Gilts and Over 5 year Index Linked Gilts returned -37.4% and -36.5%, respectively, following sharp rises in nominal yields which were only partly offset by increased inflation expectations. UK corporate bond spreads also widened over the year amid risk-off sentiment for much of the period, resulting in a return of -20.4% over the year.

TRUSTEE'S REPORT

Investment Report

Custody Arrangements

Northern Trust, as the Plan's Global Custodian, managed custody over the year for Insight, L&G (Buy and Maintain Credit only) and HSBC (terminated in April 2022).

The pooled funds (managed by L&G, CQS, Apollo, M&G, Goldman Sachs, Ares, UBS and SSGA) have their own separate custodial arrangements. However, they are included within the Plan's total assets by the Global Custodian for accounting purposes.

The custody services are provided in accordance with FCA regulations. There is no involvement by either the Trustee or the Principal Employer in custody procedures.

Employer Related Investments

As at 31 October 2022 the Plan had exposure to Hewlett-Packard of less than 0.01% of assets at both the Plan and individual Section level.

Investment Managers' Fees

Total fees paid to all of the investment managers except Insight were calculated as a percentage of the market value of the total funds under their control. M&G Real Estate Debt Fund VI and Goldman Sachs Senior Private Debt also have a performance related element to their fees. These costs are borne by the Plan and generally charged or deducted on a quarterly basis in arrears. In addition, the M&G Real Estate Debt Fund charges an acquisition fee when assets are purchased within the fund. The fees for Insight LDI are calculated as a percentage of the present value of the liability benchmark of the relevant Section.

Taskforce for Climate Related Financial Disclosures

The Pension Schemes Act 2021 introduced legislation requiring trustees of occupational pension scheme to ensure that there is effective governance arrangements in place with respect to the effects of climate change. These regulations set out how schemes should review their exposure to climate change risk and determine how their investments contribute to climate change. Further, the regulation requires that trustees must develop a strategy and target for managing the scheme's exposure to climate-related risk. For schemes in scope of the regulations, trustees are required to document their compliance with the regulations in an annual disclosure called a Taskforce for Climate Related Financial Disclosures ("TCFD") report.

The TCFD recommends a framework for disclosing how climate-related risks and opportunities are measured, monitored and managed by companies, asset managers and asset owners. The framework aims to improve climate-related data quality, increase the focus on climate change, enable more informed decision making and provide a consistent framework for comparison. The Trustee published its first TCFD report for the 2021/22 Plan year. The Trustee's **TCFD report** can be found in Library on the HP Plan website under the Funding and Investment section.

TRUSTEE'S REPORT

Approval of the Trustee's Report

27 April 2023 | 00:10 PDT

This Trustee's Report was approved by the Trustee on……………………….. 2023 and signed on its behalf by:

....
Trustee Director

……………………………………………
Trustee Director

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE OF THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN

Opinion

We have audited the financial statements of the Hewlett-Packard Limited Retirement Benefits Plan ("the Plan") for the year ended 31 October 2022 which comprise the Fund Account and the Statement of Net Assets (available for benefits) and related notes, including the accounting policies in note 4.

In our opinion the financial statements:

- show a true and fair view of the financial transactions of the Plan during the Plan year ended 31 October 2022 and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Plan year;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the Plan in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The Trustee has prepared the financial statements on the going concern basis as it does not intend to wind up the Plan, and as it has concluded that the Plan's financial position means that this is realistic. It has also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the Trustee's conclusions, we considered the inherent risks to the Plan and analysed how those risks might affect the Plan's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the Trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the Trustee's assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the Plan's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the Plan will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of the Trustee as to the Plan's high-level policies and procedures to prevent and detect fraud, as well as enquiring whether it has knowledge of any actual, suspected or alleged fraud.
- Reading Trustee, investment committee and operations sub-committee minutes.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE OF THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that Trustee (or its delegates including the Plan's administrators) may be in a position to make inappropriate accounting entries and the risk of bias in accounting estimates and judgements such as the valuation of the Level 3 pooled investment vehicles. On this audit we do not believe there is a fraud risk related to revenue recognition because revenue in a pension scheme relates to contributions receivable as paid under an agreed schedule or pre-determined by the Trustee; there are no subjective issues or judgements required.

We did not identify any additional fraud risks.

We performed procedures including:

- Identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted after the first draft of the financial statements have been prepared.
- Assessing whether the judgements made in making accounting estimates are indicative of potential bias.

Identifying and responding to risks of material misstatement related to compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the Trustee and its delegates (as required by auditing standards), and from inspection of the Plan's regulatory and legal correspondence and discussed with the Trustee and its delegates the policies and procedures regarding compliance with laws and regulations.

As the Plan is regulated by The Pensions Regulator, our assessment of risks involved gaining an understanding of the control environment including the Plan's procedures for complying with regulatory requirements and reading the minutes of Trustee meetings.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Plan is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related pensions legislation), and taxation legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Plan is subject to other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation, or the loss of the Plan's registration. We identified the following areas as those most likely to have such an effect: pensions legislation and data protection legislation, recognising the financial and regulated nature of the Plan's activities and its legal form. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustee and its delegates and inspection of regulatory and legal correspondence, if any. Therefore if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

We have reported separately on contributions payable under the Schedules of Contributions in our statement about contributions on page 57 of the annual report.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEE OF THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN

Other information

The Trustee is responsible for the other information, which comprises the Trustee's report (including the report on actuarial liabilities and the summary of contributions), the Investment Report, the Implementation Statement, the TCFD Report, the Compliance Statement, and the Certification on the Schedules of contributions. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon in this report.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on this work we have not identified material misstatements in the other information.

Trustee's responsibilities

As explained more fully in its statement set out on page 7, the Plan Trustee is responsible for: supervising the preparation of financial statements which show a true and fair view; such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless it either intends to wind up the Plan, or has no realistic alternative but to do so.

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Plan Trustee in accordance with the Pensions Act 1995 and Regulations made thereunder. Our audit work has been undertaken so that we might state to the Plan Trustee those matters we are required to state to it in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Plan Trustee, for our audit work, for this report, or for the opinions we have formed.

28 April 2023

Gemma Broom for and on behalf of KPMG LLP,
Statutory Auditor
Chartered Accountants
15 Canada Square
London
E14 5GL

FUND ACCOUNT

		Year to 31 October 2022			Year to 31 October 2021
	Note	HP £'000	Digital £'000	Total £'000	Total £'000
Contributions and benefits					
Employer contributions		1,059	862	**1,921**	4,041
Employee contributions		-	5	**5**	6
Total contributions	5	**1,059**	**867**	**1,926**	**4,047**
Other income	6	-	162	**162**	1
		1,059	**1,029**	**2,088**	**4,048**
Benefits paid or payable	7	(44,453)	(59,505)	**(103,958)**	(96,330)
Transfers out	8	(7,945)	(6,323)	**(14,268)**	(29,168)
Administrative expenses	9	(2,211)	(2,527)	**(4,738)**	(4,894)
		(54,609)	**(68,355)**	**(122,964)**	**(130,392)**
Net withdrawals from dealing with members		**(53,550)**	**(67,326)**	**(120,876)**	**(126,344)**
Returns on investments					
Investment income	10	48,839	58,258	**107,097**	108,046
Change in market value of investments	12	(802,630)	(771,161)	**(1,573,791)**	128,689
Investment management expenses	11	(2,844)	(2,705)	**(5,549)**	(6,692)
Net returns on investments		**(756,635)**	**(715,608)**	**(1,472,243)**	**230,043**
Net (decrease)/increase in the Fund during the year		**(810,185)**	**(782,934)**	**(1,593,119)**	**103,699**
Net assets of the Plan at 1 November		2,051,628	2,108,555	**4,160,183**	**4,056,484**
Net assets of the Plan at 31 October		**1,241,443**	**1,325,621**	**2,567,064**	**4,160,183**

The notes on pages 31 to 56 form part of these financial statements.

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS

		As at 31 October 2022			As at 31 October 2021
		HP	**Digital**	**Total**	**Total**
	Note	**£'000**	**£'000**	**£'000**	**£'000**
Investment assets					
Bonds	12	1,277,649	1,365,091	2,642,740	4,512,671
Pooled investment vehicles	13	718,831	778,790	1,497,621	2,174,540
Derivatives	14	1,811	1,683	3,494	2,857
Other investment balances	12	132,697	112,507	245,204	23,464
AVCs	16	12,054	6,096	18,150	21,978
Reverse repurchase agreements	12	51,518	63,500	115,018	-
		2,194,560	**2,327,667**	**4,522,227**	**6,735,510**
Investment liabilities					
Derivatives	14	(23,757)	(27,108)	(50,865)	(3,028)
Other investment balances	12	(498)	-	(498)	(4,260)
Repurchase agreements	12	(936,495)	(982,850)	(1,919,345)	(2,641,125)
		(960,750)	**(1,009,958)**	**(1,970,708)**	**(2,648,413)**
Total net investments		**1,233,810**	**1,317,709**	**2,551,519**	**4,087,097**
Current assets	19	10,943	12,499	23,442	79,186
Current liabilities	20	(3,310)	(4,587)	(7,897)	(6,100)
		7,633	**7,912**	**15,545**	**73,086**
Total net assets of the Plan at 31 October		**1,241,443**	**1,325,621**	**2,567,064**	**4,160,183**

The notes on pages 31 to 56 form part of these financial statements.

The financial statements summarise the transactions of the Plan and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Plan year. The actuarial position of the Plan, which does take account of such obligations, is dealt with in the Report on Actuarial Liabilities, included in the annual report on pages 8 to 9 and these financial statements should be read in conjunction with them.

The financial statements on pages 29 to 56 were approved on……………………27 April……2023 and signed on behalf of the Trustee by:

....
Paul Early, Trustee Director and Chairman of the Trustee

…………………………………………
Gill Manning, Trustee Director

NOTES TO THE FINANCIAL STATEMENTS

1. Basis of preparation

The financial statements have been prepared in accordance with the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland, and the guidance set out in the Statement of Recommended Practice (Revised 2018).

The financial statements are prepared on a going concern basis, which the Trustee believes to be appropriate as it believes that the Plan has adequate resources to realise its assets and meet benefit obligations in the normal course of affairs (continue to operate) for at least the next twelve months. In reaching this conclusion, the Trustee has considered the funding level of the Plan which as at 31 October 2022 was 101% for the HP section and 100.4% for the Digital section on a Medium Term Funding basis, the financial position of the Principal Employer, Hewlett-Packard Limited and its ultimate parent Hewlett Packard Enterprise Company and has taken into account the impact on investments, future income and capital growth, portfolio liquidity and cash-flow requirements. This assessment, gives the Trustee confidence to prepare the financial statements on a going concern basis.

2. Identification of the financial statements

The Plan is established as a trust under English Law.

The address for enquiries to the Plan is included on page 2 of the Trustee’s Report.

The registered address of the Plan is at Equiniti Paymaster, Sutherland House, Russell Way, Crawley, West Sussex, RH10 1UH, United Kingdom.

There are two sections of the Plan as follows:

Hewlett-Packard Section (HP)

Digital Section (Digital)

3. Comparative disclosures for the Fund Account and Statement of Net Assets

FUND ACCOUNT

		Year to 31 October 2021		
	Note	HP £'000	Digital £'000	Total £'000
Contributions and benefits				
Employer contributions		1,985	2,056	**4,041**
Employee contributions		-	6	**6**
Total contributions	5	**1,985**	**2,062**	**4,047**
Other income	6	-	1	**1**
		1,985	**2,063**	**4,048**
Benefits paid or payable	7	(39,569)	(56,761)	**(96,330)**
Transfers out	8	(20,102)	(9,066)	**(29,168)**
Administrative expenses	9	(2,286)	(2,608)	**(4,894)**
		(61,957)	**(68,435)**	**(130,392)**
Net withdrawals from dealing with members		**(59,972)**	**(66,372)**	**(126,344)**
Returns on investments				
Investment income	10	51,418	56,628	**108,046**
Change in market value of investments	12	76,149	52,540	**128,689**
Investment management expenses	11	(3,410)	(3,282)	**(6,692)**
Net returns on investments		**124,157**	**105,886**	**230,043**
Net increase in the Fund during the year		**64,185**	**39,514**	**103,699**
Net assets of the Plan at 1 November		1,987,443	2,069,041	**4,056,484**
Net assets of the Plan at 31 October		**2,051,628**	**2,108,555**	**4,160,183**

3. Comparative disclosures for the Fund Account and Statement of Net Assets (continued)

STATEMENT OF NET ASSETS (AVAILABLE FOR BENEFITS)

	Note	As at 31 October 2021		
		HP	Digital	Total
		£'000	£'000	£'000
Investment assets				
Bonds	12	2,263,188	2,249,483	4,512,671
Pooled investment vehicles	13	1,021,354	1,153,186	2,174,540
Derivatives	14	2,399	458	2,857
Other investment balances	12	10,098	13,366	23,464
AVCs	16	14,484	7,494	21,978
		3,311,523	**3,423,987**	**6,735,510**
Investment liabilities				
Derivatives	14	(1,424)	(1,604)	(3,028)
Other investment balances	12	(2,074)	(2,186)	(4,260)
Repurchase agreements	12	(1,292,999)	(1,348,126)	(2,641,125)
		(1,296,497)	**(1,351,916)**	**(2,648,413)**
Total net investments		**2,015,026**	**2,072,071**	**4,087,097**
Current assets	19	38,471	40,715	79,186
Current liabilities	20	(1,869)	(4,231)	(6,100)
		36,602	**36,484**	**73,086**
Total net assets of the Plan at 31 October		**2,051,628**	**2,108,555**	**4,160,183**

4. Statement of accounting policies

The following principal accounting policies, which have been applied consistently (except as noted below), have been adopted in the preparation of the financial statements.

4.1 Contributions

Normal contributions, both from the members and from the employer, are accounted for on an accruals basis in the month employee contributions are deducted from the payroll.

Employers' augmentation and deficit repair contributions from the employer are accounted for in accordance with the Schedule of Contributions or the agreement under which they are paid, or in the absence of such an agreement, when received.

Additional voluntary contributions from the members are accounted for, on an accruals basis, in the month deducted from the payroll.

Employee directed Employer contributions relate to AVCs paid under salary sacrifice. These are accounted for on an accruals basis in the month deducted from payroll.

4.2 Benefits

Where members can choose whether to take their benefits as a full pension or as a lump sum with reduced pension, retirement benefits are accounted for on an accruals basis on the later of the date of retirement and the date the option is exercised.

Other benefits are accounted for on an accruals basis on the date of retirement, death or leaving the Plan as appropriate.

4.3 Transfer values

Transfer values represent the capital sums either receivable in respect of members from other pension plans of previous employers or payable to the pension plans of new employers for members who have left the Plan. They are accounted for on a cash basis or, where the Trustee has agreed to accept the liability in advance of receipt of funds, on an accruals basis from the date of the agreement.

Group transfers, where the Trustee has agreed to accept the liability prior to the receipt, are accounted for in accordance with the agreement.

4.4 Income from investments and deposits

Investment income is accounted for as follows:-

- Dividends from quoted UK investments are accounted for on the date when stocks are quoted ex-dividend;
- Dividends from overseas investments are accounted for on an accruals basis;
- Interest on fixed interest securities is accounted for on an accruals basis;
- Interest income on cash deposits is accounted for on an accruals basis;
- Investment income includes United Kingdom and overseas tax recoverable in respect of the year.
- Income arising from the underlying investments of the pooled investment vehicles that is reinvested in the pooled investment vehicles is reflected in the unit price. Such income is reported within the change in market value. All other income arising from pooled investment vehicles is taken into account on an accruals basis.

4.5 Valuation of investments

Investments are included at fair value.

Pooled investment vehicles are valued at the closing bid price if both bid and offer prices are published, or, if single priced, at the closing single price as advised by the investment managers.

Derivative contracts are valued at fair value. The fair value, being the unrealised profit or loss on the contracts, is shown as a separate line within investments. Derivative contract assets are fair valued at bid prices and liabilities are fair valued at offer prices.

4. Statement of accounting policies (continued)

4.5 Valuation of investments (continued)

Derivative contracts' changes in fair value are included in change in market value where the economic purpose of the contracts relates to assets. Where the economic purpose relates to income the change in fair value is included in investment income.

The fair value of the interest rate swaps and currency swaps is calculated using pricing models based on the market price of comparable instruments at the year-end date, if they are publicly traded. Interest is accrued monthly on a basis consistent with the terms of the contract. The amounts included in change in market value are the realised gains and losses on closed contracts and the unrealised gains and losses on open contracts. Net receipts or payments on swap contracts are either reported in investment income (where the economic purpose relates to income) or change in market value (where the economic purpose relates to assets).

The fair value of the forward currency contracts is based on market forward exchange rates at the year-end date and determined as the gain or loss that would arise if the outstanding contract was matched at the year end with an equal and opposite contract.

The fair value of future contracts is stated using pricing models and relevant market data as at the year-end date.

Bonds are stated at their clean prices. Accrued income is accounted for within investment income.

Accrued interest is excluded from the market value of fixed interest securities and index linked securities but is included in investment income receivable.

Acquisition costs are included in the purchase cost of investments. Transaction costs are included in the cost of purchases and sale proceeds. Transaction costs include costs charged directly to the Plan such as fees, commissions, stamp duty and other fees.

Under repurchase arrangements, the Plan continues to recognise and value the securities that are delivered out as collateral and includes them in the financial statements. The cash received is recognised as an asset and the obligation to pay it back is recognised as a payable amount.

The change in market value of investments is accounted for in the year in which it arises and includes all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments and unrealised changes in market value.

AVC investments are included at the values provided by the AVC investment managers.

4.6 Administrative and investment management expenses

Administrative and investment management expenses are accounted for on an accruals basis. All other costs of administration other than those shown in these financial statements are borne by the Principal Employer, Hewlett-Packard Limited.

4.7 Life assurance premiums

Premiums for group life assurance and widows' death in service benefits are accounted for in the period of cover.

4.8 Foreign currencies

Investments denominated in foreign currencies are translated at closing spot rates into their sterling equivalents at the year end.

The Plan's functional and presentational currency is pounds sterling.

NOTES TO THE FINANCIAL STATEMENTS

5. Contributions

		Year to 31 October 2022	
	HP £'000	**Digital £'000**	**Total £'000**
Employers			
Normal	571	393	**964**
Employee directed	317	243	**560**
Augmentations	171	226	**397**
	1,059	**862**	**1,921**
Members			
Additional voluntary contributions	-	5	**5**
	-	**5**	**5**
	1,059	**867**	**1,926**

		Year to 31 October 2021	
	HP £'000	**Digital £'000**	**Total £'000**
Employers			
Normal	704	478	**1,182**
Employee directed	303	284	**587**
Augmentations	978	1,294	**2,272**
	1,985	**2,056**	**4,041**
Members			
Additional voluntary contributions	-	6	**6**
	-	**6**	**6**
	1,985	**2,062**	**4,047**

In accordance with the statement of funding principles, the Employer deficit repair contributions are calculated as follows:

- the future cost of accrual of benefits calculated using assumptions underlying the Technical Provisions including an allowance for administrative expenses; less
- the amount by which the expected return on the assets for the year exceeds the amount of interest on the assets for the year assumed in calculating the Technical Provisions; plus
- an adjustment (either positive or negative) to allow for deficit or surplus.

The above calculation is subject to a minimum contribution rate of zero, and contributions relating to member contributions paid under salary sacrifice are payable in addition. No deficit contributions were due or received in the year.

Employer normal contributions relate to member contributions paid under salary sacrifice together with payment in lieu of notice representing contributions paid to the Plan for members' pensionable service accrued during their notice period when they have not been required by the Company to work their notice period.

Employee directed Employer contributions relate to money purchase AVCs paid under salary sacrifice.

The Employers' augmentations are made to cover the enhancement to certain members' benefits by the Principal Employer, Hewlett-Packard Limited.

The additional voluntary contributions paid by members are either invested as part of the Plan's assets for in-plan benefits or are invested separately. There are four separate money purchase arrangements available to members of the Plan and the assets purchased are held separately from the main Plan assets.

6. Other income

		Year to 31 October 2022	
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Death benefit income	-	158	**158**
Other income	-	4	**4**
	-	**162**	**162**

		Year to 31 October 2021	
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Death benefit income	-	-	**-**
Other income	-	1	**1**
	-	**1**	**1**

7. Benefits paid or payable

		Year to 31 October 2022	
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Pensions	34,665	51,800	**86,465**
Commutations and lump sum retirement benefits	8,958	7,103	**16,061**
Lump sum death benefits	-	465	**465**
Taxation where lifetime or annual allowance exceeded	830	137	**967**
	44,453	**59,505**	**103,958**

		Year to 31 October 2021	
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Pensions	32,136	49,101	**81,237**
Commutations and lump sum retirement benefits	6,896	7,254	**14,150**
Lump sum death benefits	4	138	**142**
Taxation where lifetime or annual allowance exceeded	533	268	**801**
	39,569	**56,761**	**96,330**

8. Transfers out

	Year to 31 October 2022		
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Individual transfers out to other schemes	**7,945**	**6,323**	**14,268**

	Year to 31 October 2021		
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Individual transfers out to other schemes	**20,102**	**9,066**	**29,168**

9. Administrative expenses

	Year to 31 October 2022		
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Administration, actuarial and consultancy fees	1,500	1,778	**3,278**
Audit fees	48	48	**96**
Legal fees	322	322	**644**
Trustee fees and other expenses	285	300	**585**
PPF and other regulatory levies	56	79	**135**
	2,211	**2,527**	**4,738**

	Year to 31 October 2021		
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Administration, actuarial and consultancy fees	1,519	1,777	**3,296**
Audit fees	(11)	(11)	**(22)**
Legal fees	399	392	**791**
Trustee fees and other expenses	307	327	**634**
PPF and other regulatory levies	72	123	**195**
	2,286	**2,608**	**4,894**

NOTES TO THE FINANCIAL STATEMENTS

10. Investment income

			Year to 31 October 2022
	HP	Digital	Total
	£'000	£'000	£'000
Income from bonds	34,445	40,774	**75,219**
Income from pooled investment vehicles	13,599	16,661	**30,260**
Income from derivatives	637	515	**1,152**
Interest on cash deposits	158	308	**466**
	48,839	**58,258**	**107,097**

			Year to 31 October 2021
	HP	Digital	Total
	£'000	£'000	£'000
Income from bonds	37,260	42,382	**79,642**
Income from pooled investment vehicles	11,211	11,894	**23,105**
Income from derivatives	2,897	2,279	**5,176**
Interest on cash deposits	50	73	**123**
	51,418	**56,628**	**108,046**

11. Investment management expenses

			Year to 31 October 2022
	HP	Digital	Total
	£'000	£'000	£'000
Administration, management and custody	2,749	2,610	**5,359**
Other advisory fees	95	95	**190**
	2,844	**2,705**	**5,549**

			Year to 31 October 2021
	HP	Digital	Total
	£'000	£'000	£'000
Administration, management and custody	3,375	3,248	**6,623**
Other advisory fees	35	34	**69**
	3,410	**3,282**	**6,692**

12. Investment reconciliation

The following tables show the movements on Plan investment assets during the year. The change in market value includes realised profits and losses arising on sales of investments during the year together with surpluses and deficits arising from the revaluation of investments held at the year-end to market value and to sterling where the investments are denominated in foreign currencies.

HP Section	Market value at 1 November 2021 £'000	Purchases at cost and derivative payments £'000	Sales proceeds and derivative receipts £'000	Change in market value £'000	Market value at 31 October 2022 £'000
Bonds	2,263,188	551,084	(863,014)	(673,609)	**1,277,649**
Pooled investment vehicles	1,021,354	1,560,722	(1,789,231)	(74,014)	**718,831**
Derivatives	975	3,633,622	(3,602,802)	(53,741)	**(21,946)**
AVC investments	14,484	371	(1,535)	(1,266)	**12,054**
	3,300,001	**5,745,799**	**(6,256,582)**	**(802,630)**	**1,986,588**
Other investment balances	8,024			-	**132,199**
Repurchase agreements (net)	(1,292,999)			-	**(884,977)**
	2,015,026			**(802,630)**	**1,233,810**

Digital Section	Market value at 1 November 2021 £'000	Purchases at cost and derivative payments £'000	Sales proceeds and derivative receipts £'000	Change in market value £'000	Market value at 31 October 2022 £'000
Bonds	2,249,483	687,672	(949,421)	(622,643)	**1,365,091**
Pooled investment vehicles	1,153,186	1,678,594	(1,966,441)	(86,549)	**778,790**
Derivatives	(1,146)	3,827,766	(3,790,284)	(61,761)	**(25,425)**
AVC investments	7,494	118	(1,308)	(208)	**6,096**
	3,409,017	**6,194,150**	**(6,707,454)**	**(771,161)**	**2,124,552**
Other investment balances	11,180			-	**112,507**
Repurchase agreements (net)	(1,348,126)			-	**(919,350)**
	2,072,071			**(771,161)**	**1,317,709**

12. Investment reconciliation (continued)

Transaction costs

Included within both Sections' purchases and sales are direct transaction costs comprising fees, commission and stamp duty. These costs are attributable to the key asset classes as follows:

HP Section				**2022**	2021
	Fees	**Commission**	**Stamp duty**	**Total**	Total
	£'000	**£'000**	**£'000**	**£'000**	£'000
Equities	-	-	-	**-**	-
Bonds	-	-	-	**-**	-
Other	-	-	-	**-**	-
	-	**-**	**-**	**-**	-

Digital Section				**2022**	2021
	Fees	**Commission**	**Stamp duty**	**Total**	Total
	£'000	**£'000**	**£'000**	**£'000**	£'000
Equities	-	-	-	**-**	-
Bonds	-	-	-	**-**	-
Other	5	-	-	**5**	-
	5	**-**	**-**	**5**	-

Indirect transaction costs are incurred through the bid-offer spread on investments within pooled investment vehicles and are not separately identifiable.

13. Pooled investment vehicles

The Plan's investments in pooled investment vehicles at the year-end comprised:

HP Section	**Year to 31 October 2022**	**Year to 31 October 2021**
	£'000	**£'000**
Equities	29	208,119
Bonds	303,346	454,004
Alternatives	295,486	313,050
Liquidity	119,956	46,166
Property	14	15
	718,831	**1,021,354**

Digital Section	**Year to 31 October 2022**	**Year to 31 October 2021**
	£'000	**£'000**
Equities	30	218,148
Bonds	360,678	547,467
Alternatives	317,576	338,222
Liquidity	100,506	49,349
	778,790	**1,153,186**

14. Derivatives

The Trustee has authorised the use of derivatives by its investment managers as part of its investment strategy for the Plan as explained in the Trustee's Report. Summarised details of the derivatives held at the year-end are set out below:

HP Section - Derivatives

	2022 Assets	**2022 Liabilities**	2021 Assets	2021 Liabilities
	£'000	**£'000**	£'000	£'000
Swaps	983	(7,713)	-	-
Futures	-	-	1,806	-
Forward currency contracts	828	(16,044)	593	(1,424)
	1,811	**(23,757)**	**2,399**	**(1,424)**

14. Derivatives (continued)

Swaps

Nature	Nominal amount	Duration	Asset value at year end	Liability value at year end
	£		£'000	£'000
Equity	112,166	6-12 months	192	-
Equity	124,433	6-12 months	-	(4,587)
Equity	25,672	6-12 months	-	(434)
Equity	98,761	6-12 months	-	(2,527)
Interest rate	187,500,000	6-12 months	791	-
Interest rate	22,500,000	0-6 months	-	(165)
Total 2022			**983**	**(7,713)**
Total 2021			-	-

Futures

Nature	Nominal amount	Duration	Asset value at year end	Liability value at year end
	£		£'000	£'000
Total 2022			**-**	**-**
Total 2021			1,806	-

Forward foreign exchange (FX)

The HP Section has open FX contracts at the year-end relating to its currency hedging strategy as follows:

Forward contracts

Settlement date	No of contracts	Currency bought	Currency sold	Asset value at year end	Liability value at year end
				£'000	£'000
22 Nov 2022	7	GBP 296,248,948	USD 356,909,650	285	(13,859)
22 Nov 2022	4	GBP 5,895,420	EUR 6,783,600	94	(27)
22 Nov 2022	3	GBP 1,400,310	AUD 2,397,000	69	-
22 Nov 2022	3	GBP 1,767,116	CHF 1,946,000	76	-
22 Nov 2022	3	GBP 2,882,914	CAD 4,436,000	60	-
22 Nov 2022	2	GBP 3,830,943	JPY 624,700,000	174	-
22 Nov 2022	3	GBP 529,028	HKD 4,770,000	4	(3)
22 Nov 2022	3	GBP 698,349	SEK 8,679,000	16	-
22 Nov 2022	2	HKD 4,770,000	GBP 531,377	-	(3)
22 Nov 2022	4	EUR 6,783,600	GBP 5,847,474	-	(19)
22 Nov 2022	6	USD 171,171,000	GBP 150,607,660	36	(2,055)
22 Nov 2022	2	CAD 4,436,000	GBP 2,844,953	-	(22)
22 Nov 2022	2	SEK 8,679,000	GBP 682,988	2	(3)
22 Nov 2022	2	AUD 2,397,000	GBP 1,322,701	12	(4)
22 Nov 2022	1	CHF 1,946,000	GBP 1,712,862	-	(21)
22 Nov 2022	1	JPY 624,700,000	GBP 3,684,620	-	(28)
Total 2022				**828**	**(16,044)**
Total 2021				593	(1,424)

14. Derivatives (continued)

Digital Section - Derivatives

	2022 Assets	2022 Liabilities	2021 Assets	2021 Liabilities
	£'000	£'000	£'000	£'000
Swaps	835	(9,453)	-	-
Futures	-	(840)	90	(381)
Forward currency contracts	848	(16,815)	368	(1,223)
	1,683	**(27,108)**	**458**	**(1,604)**

Swaps

Nature	Nominal amount	Duration	Asset value at year end	Liability value at year end
	£		£'000	£'000
Equity	118,451	6-12 months	202	-
Equity	131,270	6-12 months	-	(4,839)
Equity	104,228	6-12 months	-	(2,667)
Equity	27,042	6-12 months	-	(457)
Interest rate	150,000,000	6-12 months	633	-
Interest rate	100,000,000	0-6 months	-	(1,490)
Total 2022			**835**	**(9,453)**
Total 2021			-	-

Futures

Nature	Nominal amount	Duration	Asset value at year end	Liability value at year end
	£		£'000	£'000
Long Gilt Future	11,336,430	December 2022	-	(840)
Total 2022			**-**	**(840)**
Total 2021			90	(381)

14. Derivatives (continued)

Forward foreign exchange (FX)

The Digital Section has open FX contracts at the year-end relating to its currency hedging strategy as follows:

Forward contracts

Settlement date	No of contracts	Currency bought	Currency sold	Asset value at year end	Liability value at year end
				£'000	£'000
22 Nov 2022	7	GBP 311,463,774	USD 375,155,000	309	(14,507)
22 Nov 2022	5	GBP 6,248,491	EUR 7,189,600	99	(28)
22 Nov 2022	3	GBP 1,476,360	AUD 2,526,000	73	-
22 Nov 2022	4	GBP 1,864,356	CHF 2,053,000	80	-
22 Nov 2022	3	GBP 3,040,888	CAD 4,676,000	65	-
22 Nov 2022	3	GBP 4,043,585	JPY 659,300,000	185	-
22 Nov 2022	3	GBP 552,220	HKD 4,976,000	5	(3)
22 Nov 2022	3	GBP 736,665	SEK 9,154,000	17	-
22 Nov 2022	1	HKD 4,976,000	GBP 554,510	-	(4)
22 Nov 2022	4	EUR 7,189,600	GBP 6,197,919	-	(21)
22 Nov 2022	5	USD 176,909,000	GBP 155,739,558	-	(2,170)
22 Nov 2022	2	CAD 4,676,000	GBP 2,998,899	-	(23)
22 Nov 2022	2	SEK 9,154,000	GBP 720,362	2	(3)
22 Nov 2022	2	AUD 2,526,000	GBP 1,393,780	13	(4)
22 Nov 2022	1	CHF 2,053,000	GBP 1,807,043	-	(22)
22 Nov 2022	1	JPY 659,300,000	GBP 3,888,698	-	(30)
Total 2022				**848**	**(16,815)**
Total 2021				368	(1,223)

The Plan's investment managers use derivatives (forwards, futures and options) to manage currency risk in portfolios or generate returns from active currency management. Where returns are earned in non-sterling denominated currencies the manager may use currency derivatives to hedge out any change in returns resulting purely from currency moves which are beyond the manager's control. Use of currency in this context is not intended to add value to the portfolio and used only to mitigate the impact of currency movements against sterling. Some of the Plan's investment managers use currency derivatives to add value to their portfolios. Where a manager has a view that one currency is cheap or expensive relative to another, they will use derivatives to express this view.

15. Collateral

During the year collateral was received and pledged in respect of swaps, forward contracts and repurchase agreements. As at 31 October 2022 the collateral received/pledged was as follows:

HP Section	**Collateral Received**	**Collateral Pledged**
	£'000	**£'000**
Stock equivalents	-	(913,331)
Cash equivalents	12,752	(41,930)
	12,752	**(955,261)**

Digital Section	**Collateral Received**	**Collateral Pledged**
	£'000	**£'000**
Stock equivalents	-	(989,352)
Cash equivalents	39,325	(10,180)
	39,325	**(999,532)**

At the year-end amounts payable under repurchase agreements amounted to £1,919,345,073 (2021: £2,641,125,306) and amounts receivable under reverse repurchase agreements amounted to £115,017,346 (2021: nil). At the year-end £1,655,862,035 of bonds reported in Plan assets are held by counterparties under repurchase agreements.

16. AVC assets

			At 31 October 2022
	HP	Digital	Total
	£'000	£'000	£'000
Scottish Friendly	-	-	**-**
Phoenix Life	-	101	**101**
Legal & General	12,054	5,995	**18,049**
	12,054	**6,096**	**18,150**

			At 31 October 2021
	HP	Digital	Total
	£'000	£'000	£'000
Scottish Friendly	63	-	**63**
Phoenix Life	-	87	**87**
Legal & General	14,421	7,407	**21,828**
	14,484	**7,494**	**21,978**

The AVCs above are invested in a mix of with-profit policies, managed and unit-linked funds. These are invested on a money purchase basis. Members participating in these arrangements each receive an annual statement as at 31 October confirming the amounts held in their account and the movements in the period.

In addition to the AVC investments held by the Plan shown above, Digital Section members can pay in-plan AVCs to provide added years benefits. The AVCs invested in this way are held by the Plan in the main pool of investments.

The Trustee holds assets invested separately from the main fund in the form of insurance policies, unit-linked investments and with profit funds securing additional benefits on a money purchase basis for those members electing to pay additional voluntary contributions.

17. Investment fair value hierarchy

The fair value of financial instruments has been disclosed using the following fair value hierarchy:

Level 1: The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the assessment dates.

Level 2: Inputs other than the quoted prices included within Level 1 which are observable (i.e. developed for the asset or liability either directly or indirectly).

Level 3: Inputs are unobservable (i.e. for which market data is unavailable) for the asset or liability

A fair value measurement is categorised in its entirety on the basis of the lowest level input which is significant to the fair value measurement in its entirety.

The Plan's investment assets and liabilities fall within the above hierarchy categories as follows:

				31 October 2022
	Level 1 £'000	**Level 2 £'000**	**Level 3 £'000**	**Total £'000**
HP Section				
Bonds	-	1,277,649	-	1,277,649
Pooled investment vehicles	-	479,688	239,143	718,831
Repurchase agreements (net)	-	(884,977)	-	(884,977)
Derivatives	-	(21,946)	-	(21,946)
AVC investments	-	12,054	-	12,054
Other investment balances	132,199	-	-	132,199
	132,199	**862,468**	**239,143**	**1,233,810**
Digital Section				
Bonds	-	1,365,091	-	1,365,091
Pooled investment vehicles	-	524,783	254,007	778,790
Repurchase agreements (net)	-	(919,350)	-	(919,350)
Derivatives	(840)	(24,585)	-	(25,425)
AVC investments	-	5,995	101	6,096
Other investment balances	112,507	-	-	112,507
	111,667	**951,934**	**254,108**	**1,317,709**
	243,866	**1,814,402**	**493,251**	**2,551,519**

17. Investment fair value hierarchy (continued)

				31 October 2021
	Level 1	**Level 2**	**Level 3**	**Total**
	£'000	**£'000**	**£'000**	**£'000**
HP Section				
Bonds	-	2,263,188	-	2,263,188
Pooled investment vehicles	-	799,455	221,899	1,021,354
Repurchase agreements (net)	-	(1,292,999)	-	(1,292,999)
Derivatives	1,806	(831)	-	975
AVC investments	-	14,484	-	14,484
Other investment balances	8,024	-	-	8,024
	9,830	**1,783,297**	**221,899**	**2,015,026**
Digital Section				
Bonds	-	2,249,483	-	2,249,483
Pooled investment vehicles	-	916,538	236,648	1,153,186
Repurchase agreements (net)	-	(1,348,126)	-	(1,348,126)
Derivatives	(291)	(855)	-	(1,146)
AVC investments	-	7,407	87	7,494
Other investment balances	11,180	-	-	11,180
	10,889	**1,824,447**	**236,735**	**2,072,071**
	20,719	**3,607,744**	**458,634**	**4,087,097**

18. Investment risk disclosures

Investment risks

FRS 102 requires the disclosure of information in relation to certain investment risks. These risks are set out by FRS 102 as follows:

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this comprises currency risk, interest rate risk and other price risk:

- Currency risk: this is the risk that the fair value of future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.
- Interest rate risk: this is the risk that the fair value of future cash flows of a financial asset will fluctuate because of changes in market interest rates.
- Other price risk: this is the risk that the fair value of future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The Plan has exposure to these risks because of the investments it makes to implement the investment strategy described in the Trustee's Report. The Trustee manages investment risks, including credit risk and market risk, within the agreed risk limits which are set taking into account the Plan's strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the Plan's investment managers and monitored by the Trustee by regular reviews of the investment portfolios.

18. Investment risk disclosures (continued)

Further information on the Trustee's approach to risk management and the Plan's exposures to credit and market risks are set out below. This does not include AVC investments as these are not considered significant in relation to the overall investments of the Plan.

Credit risk

The Plan is subject to credit risk as it invests in bonds, over the counter (OTC) derivatives and has cash balances. The Plan also invests in pooled investment vehicles and is therefore directly exposed to credit risk in relation to the instruments it holds in the pooled investment vehicles and is indirectly exposed to the credit risks arising on the financial instruments held by the pooled investment vehicles.

Analysis of direct credit risk

HP Section

31 October 2022 £'000	Investment grade	Non-investment grade	Unrated	Total
Bonds	1,277,649	-	-	1,277,649
OTC derivatives	-	-	(21,946)	(21,946)
Other investment balances	132,199	-	-	132,199
Repurchase agreements (net)	(884,977)	-	-	(884,977)
PIVs	119,956	-	598,875	718,831
Total	**644,827**	**-**	**576,929**	**1,221,756**

31 October 2021 £'000	Investment grade	Non-investment grade	Unrated	Total
Bonds	2,247,138	16,050	-	2,263,188
OTC derivatives	-	-	975	975
Other investment balances	8,024	-	-	8,024
Repurchase agreements (net)	(1,292,999)	-	-	(1,292,999)
PIVs	46,166	-	975,188	1,021,354
Total	**1,008,329**	**16,050**	**976,163**	**2,000,542**

Digital Section

31 October 2022 £'000	Investment grade	Non-investment grade	Unrated	Total
Bonds	1,365,091	-	-	1,365,091
OTC derivatives	-	-	(25,425)	(25,425)
Other investment balances	112,507	-	-	112,507
Repurchase agreements (net)	(919,350)	-	-	(919,350)
PIVs	100,506	-	678,284	778,790
Total	**658,754**	**-**	**652,859**	**1,311,613**

18. Investment risk disclosures (continued)

31 October 2021 £'000	Investment grade	Non-investment grade	Unrated	Total
Bonds	2,232,427	17,056	-	2,249,483
OTC derivatives	-	-	(1,146)	(1,146)
Other investment balances	11,180	-	-	11,180
Repurchase agreements (net)	(1,348,126)	-	-	(1,348,126)
PIVs	49,349	-	1,103,837	1,153,186
Total	**944,830**	**17,056**	**1,102,691**	**2,064,577**

Credit risk arising on bonds is mitigated by investing in government bonds where the credit risk is minimal, or corporate bonds which are rated at least investment grade.

The Plan also invests via pooled vehicles in a range of bonds which are non-investment grade, including high yield bonds, convertible bonds, leveraged loans and securitised bonds. The Trustee manages the associated credit risk with these non-investment grade bonds by requesting that the investment managers undertake fundamental credit analysis of each of the issues they hold, and that the investment managers diversify their portfolios to minimise the impact of default by any one issuer.

Credit risk arising on derivatives depends on whether the derivative is exchange traded or over the counter (OTC). OTC derivative contracts are not guaranteed by any regulated exchange and therefore the Plan is subject to risk of failure of the counterparty. The credit risk for OTC swaps is reduced by collateral arrangements. Credit risk also arises on forward foreign currency contracts. There are no collateral arrangements for these contracts and the Trustee delegates responsibility for the selection and monitoring of the counterparties to the respective investment managers.

During the year under review, directly held cash was mostly held at the Plan's custodian, Northern Trust, although some of the investment managers also hold cash with other counterparties, where they are responsible for the selection and monitoring of the counterparties.

The Plan's holdings in pooled investment vehicles are investment grade and unrated. Direct credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the pooled manager, the regulatory environments in which the pooled managers operate and diversification of investments amongst a number of pooled arrangements. The Trustee carries out due diligence checks on the appointment of new pooled investment managers and, on an ongoing basis, monitors any changes to the regulatory and operating environment of the pooled managers.

A summary of the pooled investment vehicles by type of arrangement is as follows:

HP Section

	31 October 2022 £'000	31 October 2021 £'000
Unit linked insurance contract	-	40,144
Open ended investment companies	231,896	207,579
Common contractual fund	142,316	183,054
Cayman Islands exempt company	105,433	200,688
Limited Partnership	217,852	200,648
Limited Liability Company	21,334	189,241
Total	**718,831**	**1,021,354**

18. Investment risk disclosures (continued)

Digital Section

	31 October 2022 £'000	31 October 2021 £'000
Unit linked insurance contract	-	42,493
Open ended investment companies	238,375	286,028
Common contractual fund	154,731	199,022
Cayman Islands exempt company	131,647	213,340
Limited Partnership	231,189	213,873
Limited Liability Company	22,848	198,430
Total	**778,790**	**1,153,186**

Currency risk

The Plan is subject to currency risk because some of the Plan's investments are held in overseas markets, either as segregated investments or via pooled investment vehicles. The Trustee manages the risk of overseas currency exposure through a currency hedging policy.

The Plan's total unhedged exposure by major currency at the year end was as follows. The figures provided in the table below are before allowing for the Insight currency overlay (described below), but after any currency hedging which is undertaken by the investment managers.

HP Section

Currency	31 October 2022 £'000	31 October 2021 £'000
US Dollar	164,796	185,012
Euro	-	3,388
Japanese Yen	-	3,325
Other	-	9,524

Digital Section

Currency	31 October 2022 £'000	31 October 2021 £'000
US Dollar	175,876	197,274
Euro	-	3,587
Japanese Yen	-	3,521
Other	-	10,081

The Plan has a passive currency hedge overlay mandate managed by Insight which hedges some of the Plan's currency exposures. Via this overlay, the Goldman Sachs Senior Private Debt and USD cash funds are hedged back to sterling.

18. Investment risk disclosures (continued)

Interest rate risk

The Plan is subject to interest rate risk through its direct holdings in bonds and the indirect holdings in pooled bond funds.

The position at the year-end was:

HP Section

	31 October 2022 £'000	31 October 2021 £'000
Bonds	1,277,649	2,263,188
Bond PIVs	303,346	454,004
Liquidity PIVs	119,956	46,166
Alternatives PIVs	295,486	313,050
Total	**1,996,437**	**3,076,408**

Digital Section

	31 October 2022 £'000	31 October 2021 £'000
Bonds	1,365,091	2,249,483
Bond PIVs	360,678	547,467
Liquidity PIVs	100,506	49,349
Alternatives PIVs	317,576	338,222
Total	**2,143,851**	**3,184,521**

Other price risk

Other price risk arises principally in relation to the Plan's return seeking portfolio, which consists mainly of synthetic exposure to equity market returns via Total Return Swaps (TRS). The Plan manages this exposure to other price risk by selecting an index that has a wide range of underlying constituents.

At the year end, the Plan's exposure to investments subject to other price risk was:

HP Section

	31 October 2022 £'000	31 October 2021 £'000
Equity TRS	126,700	-
Equity PIVs	29	208,119
Property PIVs	14	15
Total	**126,743**	**208,134**

Digital Section

	31 October 2022 £'000	31 October 2021 £'000
Equity TRS	133,800	-
Equity PIVs	30	218,148
Total	**133,830**	**218,148**

19. Current assets

			31 October 2022
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Cash balances	10,927	12,479	**23,406**
Other debtors	16	20	**36**
	10,943	**12,499**	**23,442**

			31 October 2021
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Cash balances	38,390	40,656	**79,046**
Other debtors	81	59	**140**
	38,471	**40,715**	**79,186**

20. Current Liabilities

			31 October 2022
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Unpaid benefits	1,354	3,106	**4,460**
Accrued expenses	714	747	**1,461**
Other creditors	1,242	734	**1,976**
	3,310	**4,587**	**7,897**

			31 October 2021
	HP	**Digital**	**Total**
	£'000	**£'000**	**£'000**
Unpaid benefits	778	2,981	**3,759**
Accrued expenses	649	650	**1,299**
Other creditors	442	600	**1,042**
	1,869	**4,231**	**6,100**

As at 31 October 2022 GMP equalisation back payments of approximately £500,000 (2021: £500,000) (HP section) and £2,800,000 (2021: £2,800,000) (Digital Section) were due to be paid by the Plan and are included in the unpaid benefits shown above.

21. Concentration of investments

Except for the investments noted below, which comprise 26.87% (2021: 24.29%) of the Plan assets, the Plan does not hold over 5% of its funds in any one form of investment:

			31 October 2022
Managed by:	**Holdings**	**Market value**	**Percentage**
		£'000	**%**
M&G	Long Dated Asset Fund	297,047	11.57
CQS	Credit Multi Asset Fund Class D1D	249,810	9.73
Ares	Ares Secured Income Fund	177,134	6.90
Broad Street	Loan Partners IV Offshore Unlevered LP	144,918	5.65
MPF	North America Equity	-	-

			31 October 2021
Managed by:	**Holdings**	**Market value**	**Percentage**
		£'000	**%**
M&G	Long Dated Asset Fund	382,076	9.35
CQS	Credit Multi Asset Fund Class D1D	398,092	9.74
MPF	North America Equity	212,664	5.20
Ares	Ares Secured Income Fund	189,350	4.55
Broad Street	Loan Partners IV Offshore Unlevered LP	90,359	2.17

22. Employer related investments

For the current period the Plan had direct and indirect holdings of less than <0.01% as at 31 October 2022 in the Hewlett-Packard Company (2021: <0.01%).

23. Related party transactions

Seven of the Trustee Directors are members of the Plan, who have benefit entitlements at the same rate as all other members. During the year the Plan reimbursed fees and expenses incurred by the following whilst carrying out their duties as Trustee Directors of the Plan – P Early, G Manning, P Lawman, J Lord, K Norrington, M Smith B Clements and P French. These costs are included in note 9. Unpaid fees as at 31 October 2022 were £71,309 (2021: £66,175)

The company bears additional administrative costs, which are not shown in note 9 and are not recharged to the Plan.

Except as disclosed above and elsewhere in the financial statements, there are no transactions, balances or relationships that require disclosure under the Pension SORP and FRS102.

24. Contingent liabilities

On 20 November 2020, the High Court handed down a further judgment on the Guaranteed Minimum Pension (GMP) equalisation case in relation to the Lloyds Banking Group pension schemes. This follows from the original judgment in October 2018 which confirmed that schemes need to equalise pensions for the effect of unequal GMPs between males and females. This latest judgment confirms that Defined Benefit (DB) schemes which provide GMPs need to revisit and where necessary top up historic Cash Equivalent Transfer Values that were calculated based on unequalised benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes. The Trustee of the Plan is currently evaluating this issue and the impact to the Plan and will be considering this at a future date.

25. Taxation

The Plan is a registered pension scheme under Chapter Two of Part Four of the Finance Act 2004 and is therefore exempt from income tax and capital gains tax.

26. Contractual commitments

As at 31 October 2022, the Plan had a commitment to invest in the Broad Street Loan Partners III Offshore – Unlevered L.P. Fund of £106,831,111 ($123,000,000) (Digital Section) and £97,277,109 ($112,000,000) (HP Section). As at 31 October 2022, £69,379,770 (2021: £70,938,500) (Digital Section) and £63,175,074 (2021: £64,594,400) (HP Section) had been called (net of returned capital).

As at 31 October 2022, the Plan had a commitment to invest in the Broad Street Loan Partners IV Offshore – Unlevered L.P. Fund of £92,152,690 ($106,100,000) (Digital Section) and £89,373,344 ($102,900,000) (HP Section). As at 31 October 2022, £73,474,758 (2021: £45,072,900) (Digital Section) and £71,271,381 (2021: £43,724,100) (HP Section) had been called (net of returned capital).

As at 31 October 2022, the Plan had a commitment to invest in the M&G Real Estate Debt Finance VI DAC of £32,600,000 (Digital Section) and £33,800,000 (HP Section). As at 31 October 2022, £21,859,344 (2021: £21,156,100) (Digital Section) and £20,410,106 (2021: £19,753,500) (HP Section) had been called (net of returned capital).

INDEPENDENT AUDITOR'S STATEMENT ABOUT CONTRIBUTIONS TO THE TRUSTEE OF THE PLAN

Statement about contributions

We have examined the summary of contributions payable under the Schedules of Contributions to the Hewlett–Packard Limited Retirement Benefits Plan in respect of the Plan year ended 31 October 2022 which is set out on page 58.

In our opinion contributions for the Plan year ended 31 October 2022 as reported in the summary of contributions and payable under the Schedules of Contributions have in all material respects been paid from 1 November 2021 until 27 October 2022 at least in accordance with the Schedules of Contributions certified by the actuary on 23 January 2020 and subsequently at least in accordance with the Schedules of Contributions certified by the actuary on 28 October 2022.

Scope of work on statement about contributions

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported in the summary of contributions have in all material respects been paid at least in accordance with the Schedules of Contributions. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Plan and the timing of those payments under the Schedules of Contributions.

Respective responsibilities of Trustee and auditor

As explained more fully in the Statement of Trustee's Responsibilities set out on page 58, the Plan's Trustee is responsible for ensuring that there is prepared, maintained and from time to time revised a schedule of contributions showing the rates and due dates of certain contributions payable towards the Plan by or on behalf of the employer and the active members of the Plan. The Trustee is also responsible for keeping records in respect of contributions received in respect of active members of the Plan and for monitoring whether contributions are made to the Plan by the employer in accordance with the schedules of contributions.

It is our responsibility to provide a statement about contributions paid under the Schedules of Contributions to the Plan and to report our opinion to you.

The purpose of our work and to whom we owe our responsibilities

This statement is made solely to the Plan's Trustee, in accordance with the Pensions Act 1995 and Regulations made thereunder. Our work has been undertaken so that we might state to the Plan's Trustee those matters we are required to state to it in an auditor's statement about contributions and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Plan's Trustee, for our work, for this statement, or for the opinions we have formed.

………………………………………………………

Gemma Broom
for and on behalf of KPMG LLP, Statutory Auditor
Chartered Accountants
15 Canada Square
London
E14 5GL

Date 28 April 2023

SUMMARY OF CONTRIBUTIONS

Statement of Trustee's Responsibilities in respect of contributions

The Trustee is responsible under pensions legislation for ensuring that there is prepared, maintained and from time to time revised a schedule of contributions showing the rates of contributions payable towards the Plan by or on behalf of the employer and the active members of the Plan and the dates on or before which such contributions are to be paid.

The Trustee is also responsible for keeping records of contributions received in respect of any active member of the Plan and for procuring that contributions are made to the Plan in accordance with the Schedules.

During the year ended 31 October 2022, the contributions payable to the Plan under the Schedules of Contributions were as follows:

Contributions payable under the Schedules in respect of the Plan year	**£'000s**
Employer:	
normal contributions	964
augmentations	397
Contributions payable under the Schedules (as reported on by the Plan auditor)	1,361

Reconciliation of contributions

Reconciliation of contributions payable under the Schedules of Contributions reported in the financial statements in respect of the Plan year:

	£'000s
Contributions payable under the schedules (as above)	1,361
Contributions payable in addition to those due under the schedules (and not reported on by the Plan auditor):	
Employee directed	560
Additional voluntary contributions	5
Total contributions reported in the financial statements	1,926

27 April 2023 | 00:10 PDT

Signed on behalf of the Trustee on……………………………..2023 by:

Paul Early Trustee Director Signature……………………………………

Gillian Manning Trustee Director Signature……………………………………

COMPLIANCE STATEMENT

Tax Status of the Plan

The Plan is established and is governed by the Rules and is a registered pension plan under Schedule 36 of the Finance Act 2004. Prior to the introduction of this Act, the Plan was an "exempt approved Plan" under the terms of the Income and Corporation Taxes Act 1988.

Contracted out Status

From 6 April 2016, it was not possible for pension schemes to be contracted out of the State Second Pension and active members ceased to be contacted out from that date.

Pension Increases – HP Section

The elements that receive guaranteed increases are Post 1997 Pension, Pre 1997 Qualifying Pension and Post 1988 GMP. In addition, Hewlett-Packard Limited is required under the Rules of the Plan to regularly review pensions and may award discretionary increases from time to time as it decides, subject to the consent of the Trustee.

The pensions in payment were increased at 6 April 2022 as follows:

Pre 1997 Non-Qualifying Pension	3.33%
Pre1997Non-QualifyingPension (Discretionary)	3.00%
Pre 1997 Qualifying Pension	3.33%
Post 1997 Pension	5.00%
Pre 1988 GMP (if applicable)	0.00%
Post 1988 GMP (if applicable)	3.00%
AVC Increasing pension	5.00%
Post 1997 Pension (former BoI members)	3.10%
Post 1997 Pension (former Medas members)	7.50%
Pre 1997 Pension (excess of GMP) Medas	7.50%
Post 2005 Pension (former BoI members)	2.50%

Hewlett-Packard Limited decided to award a discretionary pension increase of 3% on Pre 97 Non-Qualifying Pension during the year in addition to the statutory increase applied to Pre 97 Non-Qualifying Pension.

Pension Increases – Digital Section

The elements that receive guaranteed increases are Post 1997 Pension, Post 2005 Pension and Post 1988 GMP. In addition, Hewlett-Packard Limited is required under the Rules of the Plan to review pensions at least annually and may award discretionary increases from time to time as it decides.

The pensions in payment were increased at 6 April 2022 as follows:

Pre 1997 Pension (in excess of GMP)	3.00%
Post 1997 Pension (5% LPI)	5.00%
Post 1997 Pension (2.5% LPI)	2.50%
Post 97 (6-4-97 to 7-3-00 Leavers) (CPI)	3.10%
Post 2005 Pension (5% LPI Members)	N/A
Post 2005 Pension (non 5% LPI Members)	N/A
Pre 1988 GMP (if applicable)	0.00%
Post 1988 GMP (if applicable)	3.00%
External AVCs (Non-increasing)	0.00%
External AVCs (2.5% LPI)	2.50%
External AVCs (5% LPI)	5.00%

Hewlett-Packard Limited decided to award a 3% discretionary pension increases during the year on Pre 1997 Pension (in excess of GMP).

COMPLIANCE STATEMENT

Increases to Pensions in Deferment - All sections

GMP is increased in deferment at a fixed rate depending on the date of leaving service. This rate applies until age 65 (men) or 60 (women).

For all Plan members other than those who transferred in from the Medas Pension Scheme, benefits in excess of GMP are increased in line with statutory deferred increase orders, subject to a maximum increase of 5% p.a. for the period of deferment in respect of service prior to 6 April 2009. For members who left service before 1 January 1991, increases to non-GMP benefit may be below this level.

For service after 5 April 2009 (BoI / Medas) or 1 May 2009 (HP and Digital) the maximum increase is 2.5% p.a. for the period of deferment.

For Plan members who transferred in from the Medas Pension Scheme, benefits in excess of GMP are increased in line with increases in the Retail Price Index.

Transfer Values

Transfer values paid during the year were calculated using assumptions set by the Trustee which were expected to place a best estimate value on the cost of providing the preserved benefits within the Plan. In setting these assumptions the Trustee first obtained the advice of the Scheme Actuary. No transfer values paid during the year were reduced as a result of the funding level of the Plan. No discretionary benefits have been included in the calculation of transfer values. It should be noted that the calculation basis and transfer value assumptions for all Sections of the Plan were revised with effect from August 2019.

Enquiries

Any enquiries about the Plan, including requests from individuals for information about their benefits, should be sent to:

The Trustee of the Hewlett-Packard Limited Retirement Benefits Plan care of:
Equiniti Paymaster Limited
Sutherland House
Russell Way
Crawley
RH1 1UH

Equiniti may be contacted on the Hotline number (01293 604844) or by sending an e-mail (members should quote their badge number or pension ID) to:

HP Section (including former BOI/Medas Section members): hp2@equiniti.com

Digital Section: digital@equiniti.com

Internal Dispute Resolution Procedure

The Trustee has a formal dispute resolution procedure in place. Any complaints about the Plan should be made in writing to:

The Trustee of the Hewlett-Packard Limited Retirement Benefits Plan care of:

Secretary to the Trustee
Hewlett-Packard Limited Retirement Benefits Plan
Zedra Inside Pensions Limited
1st Floor, Trident House
42-48 Victoria Street
St Albans
AL1 3HZ

Most pension queries can usually be resolved informally, and initial enquiries from employees should be directed to the Hewlett-Packard Human Resources department.

Enquiries relating specifically to employment matters (e.g. salary queries) will also be dealt with by Hewlett-Packard Human Resources.

COMPLIANCE STATEMENT

If a dispute cannot be resolved informally, the Plan's formal Internal Dispute Resolution Procedure is available.

Scheme Registration Numbers

HP Section: 19003501

Digital Section: 19003503

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS

Name of scheme: THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN – HEWLETT-PACKARD SECTION

Adequacy of rates of contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective can be expected to continue to be met for the period for which the schedule is to be in force.

Adherence to statement of funding principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated 28 October 2022.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the scheme's liabilities by the purchase of annuities, if the scheme were wound up.

Signature:

Date: 28 October 2022

Name: David Eteen

Qualification: Fellow of the Institute and Faculty of Actuaries

Address:
Verulam Point
Station Way
St. Albans
Hertfordshire
AL1 5HE

Name of employer:
Aon Solutions UK Limited

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS

ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS

Name of scheme: THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN DIGITAL SECTION

Adequacy of rates of contributions

1. I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective can be expected to continue to be met for the period for which the schedule is to be in force.

Adherence to statement of funding principles

2. I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated 28 October 2022.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the scheme's liabilities by the purchase of annuities, if the scheme were wound up.

Signature:

Date: 28 October 2022

Name: David Eteen

Qualification: Fellow of the Institute and Faculty of Actuaries

Address:
Verulam Point
Station Way
St. Albans
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AL1 5HE

Name of employer:
Aon Solutions UK Limited