

**THE HEWLETT-PACKARD LIMITED RETIREMENT  
BENEFITS PLAN**

**TRUSTEE'S REPORT AND FINANCIAL  
STATEMENTS**

**YEAR ENDED 31 October 2021**

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**CONTENTS**

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	Pages
Trustee and Advisers	1 - 2
Trustee's Report	3 - 8
Implementation Statement	9 - 11
Investment Report	12 - 22
Independent Auditor's Report to the Trustee of the Plan	23 - 25
Fund Account	26
Statement of Net Assets	27
Notes to the Financial Statements	28 - 53
Independent Auditor's Statement about Contributions to the Trustee of the Plan	54
Summary of Contributions	55 - 56
Compliance Statement	57 - 59
Actuarial Certifications of the Schedules of Contributions	60 - 68

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**TRUSTEE AND ADVISERS TO THE PLAN**

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<b>Trustee Company</b>	Hewlett Packard Enterprise UK Pension Trustee Limited
	<u>Trustee Directors</u>
	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)
	Martin Smith* (employer nominated)
	*In receipt of Plan pension
<b>Administration Both sections</b>	Equiniti Pensions Solutions
<b>Plan Actuary</b>	David Eteen FIA of Aon Hewitt Limited
<b>Secretary to the Trustee</b>	Zedra Inside Pensions
<b>Investment Managers Digital and HP (incorporating the former BOI/Medas Section)</b>	Legal and General Investment Management CQS Asset Management Limited Mesirow Financial Product Group (terminated on 13 November 2020) 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 & Co State Street Global Advisers Ares Management LLC HSBC Global Asset Management (UK) Limited
<b>Investment Consultants</b>	Mercer Limited
<b>AVC Providers – both Sections</b>	Legal & General Assurance Society Limited
<b>AVC Providers HP Section</b>	Scottish Friendly Assurance Society Limited (terminated on 21 July 2021) Standard Life Assurance Limited
<b>AVC Providers Digital Section</b>	Phoenix Life and Pensions ReAssure
<b>Custodians HP and Digital Sections</b>	Northern Trust (appointed 1 November 2020) State Street (terminated 31 October 2020)
<b>Independent Auditor</b>	KPMG LLP
<b>Solicitors</b>	Linklaters LLP
<b>Employer Covenant Adviser</b>	Cardano Advisory Limited

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**TRUSTEE AND ADVISERS TO THE PLAN**

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**Bankers**

Lloyds Bank Plc

**Enquiries**

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

Email : [iphpplan@zedra.com](mailto:iphpplan@zedra.com)

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

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

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

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## TRUSTEE REPORT

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### 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 2021. 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 Bol/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 (EDS) 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. Northern Trust were appointed as the new custodians of the Plan on 1 November 2020 replacing State Street Europe Limited whose agreement was terminated on 31 October 2020.

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 eight times during the past 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:

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

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**TRUSTEE REPORT**

**Financial Development of the Plan**

	<b>£'000</b>
Fund value at 1 November 2020	<b>4,056,484</b>
During the year, income to the fund from contributions, investments and other sources amounted to	112,094
Total expenditure was	(137,084)
Net (decrease) before change in market value	(24,990)
The change in market value of investments was	128,689
Which gave total increase in the fund during the year of	<b>103,699</b>
<b>Fund value at 31 October 2021</b>	<b>4,160,183</b>

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

**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**

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 valuation 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. An actuarial valuation of each section of the Plan as at 31 October 2021 is underway.

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

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## TRUSTEE REPORT

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### Actuarial Valuations as at 31 October 2018 and schedules of contributions

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.

### Hewlett-Packard Section – Report on Actuarial Liabilities

The most recent full actuarial valuation of the HP Section of the Plan was carried out as at 31 October 2018. This showed that on that date:

The value of the Technical Provisions was: £1,666.3 million

The value of the assets at that date was: £1,663.6 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 to be 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 assuming 25% of the liabilities are to be valued in line with market-derived inflation (derived from the Bank of England fixed interest and index-linked gilt rates at the valuation date) and 75% of the liabilities to be valued using a long-term assumption of 3.0% p.a. (or the appropriate lesser percent if more than 25% of RPI linked liabilities are valued in line with market implied retail price inflation). 98% of RPI linked liabilities were hedged as at 31 October 2018.

**Future Consumer Price inflation:** RPI less:

- A deduction of 0.9% p.a. for deriving assumptions relating to revaluations in deferment
- A deduction of 0.8% p.a. for deriving assumptions relating to increases in payment

**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 104% for males and SAPS S3 "Light" with a scaling factor of 102% for female active members. Future improvements in line with CMI\_2018 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 January 2020 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.

Based on the position as at 31 October 2018, the Company paid contribution of £10.7 million into the HP Section in April 2019.

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## TRUSTEE REPORT

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### Digital Section – Report on Actuarial Liabilities

The most recent full actuarial valuation of the Digital Section of the Plan was carried out as at 31 October 2018. This showed that on that date:

The value of the Technical Provisions was:	£1,810.7 million
The value of the assets at that date was:	£1,790.4 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 to be 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 assuming 25% of the liabilities are to be valued in line with market-derived inflation (derived from the Bank of England fixed interest and index-linked gilt rates at the valuation date) and 75% of the liabilities to be valued using a long-term assumption of 3.0% p.a. (or the appropriate lesser percent if more than 25% of RPI linked liabilities are valued in line with market implied retail price inflation). 99% of RPI linked liabilities were hedged as at 31 October 2018.

**Future Consumer Price inflation:** RPI less:

- A deduction of 0.9% p.a. for deriving assumptions relating to revaluations in deferment
- A deduction of 0.8% p.a. for deriving assumptions relating to increases in payment

**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 109% for males and SAPS S3 "Light" with a scaling factor of 102% for female active members. Future improvements in line with CMI\_2018 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 January 2020 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.

Based on the position as at 31 October 2018, the Company paid a contribution of £3.8 million into the Digital Section in April 2019.

#### 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

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**TRUSTEE REPORT**

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 Bol/Medas and EDS members, can only pay Investment Option AVCs.

**Membership numbers**

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

	2021			2020
	HP	Digital	Total	Total
Active members	113	79	192	234
Deferred members	2,074	4,525	6,599	6,888
Pensioners	1,986	5,119	7,105	6,799
<b>Total</b>	<b>4,173</b>	<b>9,723</b>	<b>13,896</b>	<b>13,921</b>

	HP	Digital	Total
<b>Active members</b>			
Active members at 1 November 2020	131	103	234
Adjustments	7	4	11
Adjusted balance at 1 November 2020	138	107	245
Leavers – members leaving before retirement	(9)	(19)	(28)
Retirements	(16)	(8)	(24)
Deaths		(1)	(1)
<b>Total active members at 31 October 2021</b>	<b>113</b>	<b>79</b>	<b>192</b>

	HP	Digital	Total
<b>Deferred members</b>			
Deferred members at 1 November 2020	2,168	4,720	6,888
Adjustments	22	53	75
Adjusted balance at 1 November 2020	2,190	4,773	6,963
Members deferring in the year	9	19	28
Transfers Out	(25)	(34)	(59)
Retirements	(96)	(222)	(318)
Deaths	(4)	(11)	(15)
<b>Total deferred members at 31 October 2021</b>	<b>2,074</b>	<b>4,525</b>	<b>6,599</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**TRUSTEE REPORT**

	<b>HP</b>	<b>Digital</b>	<b>Total</b>
<b>Pensioner members</b>			
Pensioners members at 1 November 2020	1,874	4,925	<b>6,799</b>
Adjustments	15	7	<b>22</b>
Adjusted balance at 1 November 2020	1,889	4,932	<b>6,821</b>
New pensioners commencing in the year	112	230	<b>342</b>
New spouse and dependant pensions commencing in the year	17	41	<b>58</b>
Trivial commutation of pension benefits	(3)	(19)	<b>(22)</b>
Deaths	(22)	(56)	<b>(78)</b>
Dependants' pensions ceasing	(7)	(9)	<b>(16)</b>
<b>Total pensioner members at 31 October 2021</b>	<b>1,986</b>	<b>5,119</b>	<b>7,105</b>

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

**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.

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## IMPLEMENTATION STATEMENT (Forming part of the Trustee's report)

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### 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 2021. 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.

Details of the Plan's AVCs arrangements are not included in this section as they are not considered significant in relation to the overall investments of the Plan.

### 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 annually.

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 are 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 not currently a signatory of the 2020 UK Stewardship Code, but applied to the second round of applications in October 2021 and are awaiting the result at the time of writing. SSGA's climate stewardship approach is built on a foundation of company engagement, proxy voting, thought leadership and policy and regulatory support at the market level. SSGA has been engaging with companies on climate change related matters since 2014 and has held 5,867 climate-related engagements since they started engaging on these topics.
- 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 aims to raise the performance of the whole market through their ESG capability and engagement with companies globally. L&G believes that ESG issues are fundamentally important to investors regardless of the type of exposure, noting the majority of themes they engage are relevant to both equity and bond investors. Therefore, L&G explicitly takes

## THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

### IMPLEMENTATION STATEMENT (Forming part of the Trustee's report)

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into account both debt and equity exposures when engaging on behalf of clients. In the global fixed income space, L&G undertakes around 1,250 engagements each year with companies, industry bodies, regulators and governments/government entities. L&G carries out an ESG assessment for each issuer, which is tailored to the specific sector the issuer falls into, for example, there is a greater emphasis placed upon environmental factors when assessing Oil & Gas issuers.

- 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.
- Apollo Global Management ("Apollo") is not a signatory of the 2020 UK Stewardship Code but supports the principles of the Code. It is a signatory to UNPRI (United Nations Principles for Responsible Investment) and the IFC Operating Principles for Impact Management. Apollo's ESG program is based on three "pillars": diligence, engagement and transparency. It believes the processes underlying these "pillars" helps to better position company management teams and Apollo's investment professionals to improve performance on ESG issues.
- 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. Ares is a signatory of the UNPRI and will report annual PRI transparency reports which has considerable overlap with the UK Stewardship Code 2020. Ares incorporates ESG factors into the investment process; however, the manager does not have a specific engagement policy post-investment given the fixed income nature of their investments. Prior to making an investment, Ares completes a comprehensive review evaluation, taking into account all applicable considerations, including ESG. Ares engages with borrowers on a case-by-case basis on various topics and only if deemed appropriate.
- 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, 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. Since the start of 2021 HSBC has engaged with two sponsors of the bonds held within the Plan's portfolio, which covers 15.8% of the Plan's exposure.
- 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.
- Goldman Sachs Asset Management ("GSAM") is not a current signatory of the 2020 UK Stewardship Code, but applied to the second round of applications in October 2021 and are awaiting the result at the time of writing. The Liquid Reserves Fund in which the Plan invests falls under this umbrella. However, the Merchant Banking Division ("GSMBD"), which manages the Broad Street Loan Partners III and IV funds, is not a signatory of the Code. GSMBD aims to integrate ESG throughout the lifecycle of each investment; from sourcing to due diligence, and while the asset is held and realised. GSMBD 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.

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.

## THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

### IMPLEMENTATION STATEMENT (Forming part of the Trustee's report)

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#### 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\*

- SSGA uses the services of proxy voting company, Institutional Shareholder Services ("ISS").
- There have been 5,867 votable meetings over the year. In these meetings, there were a total of 60,392 votable proposals.
- SSGA has participated in the vote for 59,821 of the 60,392 votable proposals. In around 88% of these votes for proposals, SSGA has indicated its support to the companies' managements, whilst voting against around 12% of the proposals.
- Of the most significant votes in which SSGA participated, the majority were voting against management proposals on compensation of executive officers. One example of this was Life Healthcare Group Holdings, where SSGA had concerns over the proposed remuneration structure of the company executives.

#### L&G – Small Cap Equity\*

- L&G uses the services of ISS for proxy voting.
- There have been 3,238 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 33,947 votable proposals.
- L&G has participated in the vote for 33,798 of the 33,947 votable proposals. In around 77% of these votes for proposals, L&G has indicated its support to the companies' managements, while voting against around 23% 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 April 2021 L&G voted against the Grafton Group PLC proposal to re-elect one of the male Directors. The reason for the vote was that L&G view gender diversity as a financially material issue and apply voting sanctions to FTSE 350 companies that do not have a minimum of 30% women on the board.

\*Voting information as at 30 September 2021 as SSGA and LGIM standard reporting is to provide voting information at each quarter end.

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## INVESTMENT REPORT

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### Introduction

Investment policy can be considered in two parts; (1) the strategic management, 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.

### Financially material considerations and Stewardship

The Trustee believes that environmental, social, and corporate governance (ESG) factors may have a material impact on investment risk and return outcomes, and that good stewardship can create and preserve value for companies and markets as a whole. The Trustee also recognises that long-term sustainability issues, particularly, but not limited to, climate change, present risks and opportunities that increasingly may require explicit consideration.

The Trustee has given the Managers full discretion in evaluating ESG factors, including climate change considerations, and exercising voting rights and stewardship obligations attached to the investments, including engagement with issuers of debt and equity and other relevant persons about relevant matter such as performance, strategy, capital structure, management of actual or potential conflicts of interest and risks, in accordance with their own corporate governance policies and current best practice, including the UK Corporate Governance Code and UK Stewardship Code.

The Trustee does not monitor or engage directly with issuers or other holders of debt or equity. It expects the Managers to exercise ownership rights and undertake monitoring and engagement in line with the Managers' general policies on stewardship, as provided to the Trustee from time to time, considering the long-term financial interests of the beneficiaries.

## **THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021**

### **INVESTMENT REPORT**

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The Trustee considers how ESG, climate change and stewardship are integrated within investment processes in appointing new Managers and monitoring existing Managers. The Trustee considers the ESG ratings provided by the Investment Consultant and how each investment manager embeds ESG factors into its investment processes and its implementation decisions to assess the potential impact on financial performance and in deciding on the selection and realisation of investments over the time horizon that is needed in relation to the funding needs of the Plan.

Managers will also be expected to report on their own ESG policies and voting activity (as relevant) as and when requested by the Trustee. Monitoring by the Trustee is undertaken on a regular basis and is documented at least annually.

The Trustee seeks to appoint Managers that have strong stewardship policies and processes, reflecting where relevant the recommendations of the UK Stewardship Code, and from time to time the Trustee reviews how these are implemented in practice.

#### **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 basis, with some also having in place performance related fee structure.

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.

#### **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.

#### **Non-financial matters**

The Trustee does not take into account any non-financial matters (i.e. matters relating to the ethical and other views of members and beneficiaries, rather than considerations of financial risk and return) in the selection, retention and realisation of investments.

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## INVESTMENT REPORT

### 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 monitors 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.

### Strategic Asset Allocation

For the HP and Digital Sections, the Plan has adopted a trigger-based approach for moving towards the long-term target hedging levels, linked to improvements in the funding level.

Over the 12 month period to 31 October 2021, both HP and Digital Sections met their final funding level triggers as at 30 November 2020 (105%). This resulted in an increase in the target interest rate and inflation hedge ratios to 95% of liabilities on the Gilts Hedging Basis.

The Trustee made one change to the strategic asset allocation over the year to 31 October 2021:

- (HP and Digital Sections) In April 2021, the allocation to Illiquid Secured Income was reduced by 1.5%, in exchange for a corresponding increase in the allocation to LDI.

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 are fully hedged from US dollar back to sterling. Euro exposure within the L&G Buy and Maintain Credit mandates is also hedged back to sterling. 50% of foreign currency exposure within the L&G Small Cap Equity fund is also hedged by Insight.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**INVESTMENT REPORT**

With full approval of the Trustee and after consultation with the Company, the Plan's strategic asset allocation, excluding AVCs, as at 31 October 2021 is as follows:

**Hewlett-Packard Section**

<b>Asset Class</b>	<b>Allocation as at 31/10/2021 (%)</b>	<b>Allocation as at 31/10/2020 (%)</b>
Global Equity	8.0	8.0
Small Cap Equity	2.0	2.0
Multi Asset Credit	20.0	20.0
Buy & Maintain Credit	13.0	13.0
Secured Finance	10.0	10.0
Illiquid Secure Income*	8.5	10.0
Senior Private Debt*	7.5	7.5
LDI	31.0	29.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

50% of the developed market overseas currency exposure is hedged back to sterling for SSGA Global Equity and L&G Small Cap Equity.

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.

**Digital Section**

<b>Asset Class</b>	<b>Allocation as at 31/10/2021 (%)</b>	<b>Allocation as at 31/10/2020 (%)</b>
Global Equity	8.0	8.0
Small Cap Equity	2.0	2.0
Multi Asset Credit	20.0	20.0
Buy & Maintain Credit	13.0	13.0
Secured Finance	10.0	10.0
Illiquid Secure Income*	8.5	10.0
Senior Private Debt*	7.5	7.5
LDI	31.0	29.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

50% of the developed market overseas currency exposure is hedged back to sterling for SSGA Global Equity and L&G Small Cap Equity.

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.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**INVESTMENT REPORT**

**Distribution of Assets**

The following tables provide a breakdown of the value of the total Plan assets on an investment type and manager basis, by Section, and excluding net current assets as at 31 October 2021:

**Hewlett-Packard Section**

	<b>Market Value (£m)*</b>	<b>Percentage %</b>
Global Equity	168.0	8.3
Small Cap Equity	40.1	2.0
Property	0.0	0.0
Multi Asset Credit	362.1	18.0
Buy & Maintain Credit	244.4	12.1
Secured Finance	189.3	9.4
Illiquid Secure Income <sup>1</sup>	183.1	9.1
Senior Private Debt <sup>1</sup>	163.4	8.1
LDI <sup>2</sup>	640.6	31.8
Cash	24.0	1.2
<b>Total</b>	<b>2,015.0</b>	<b>100.0</b>

\* Based on bid valuations where available.

<sup>1</sup> Senior Private Debt valuations include amounts being held to fund commitments.

<sup>2</sup> LDI valuation includes £1.3m of unrealised losses from the currency hedge.

<b>Investment Manager</b>	<b>Asset Class</b>	<b>Market Value (£m)*</b>	<b>Percentage %</b>
SSGA	Global Equity	168.0	8.3
L&G	Small Cap Equity	40.1	2.0
UBS	Property	0.0	0.0
Insight <sup>1</sup>	LDI	640.6	31.8
CQS	Multi Asset Credit	161.4	8.0
Apollo	Multi Asset Credit	200.7	9.9
Ares	Secured Finance	91.9	4.6
HSBC	Secured Finance	97.4	4.8
L&G	Buy & Maintain Credit	244.4	12.1
M&G <sup>2</sup>	Illiquid Secure Income	183.1	9.1
M&G	Real Estate Debt	21.3	1.1
Goldman Sachs <sup>2</sup>	Senior Private Debt	142.1	7.1
Other	Cash	24.0	1.2
<b>Total</b>		<b>2,015.0</b>	<b>100.0</b>

\* Based on bid valuations where available.

<sup>1</sup> LDI valuation includes £1.3m of unrealised losses from the currency hedge.

<sup>2</sup> Goldman Sachs valuations include amounts being held to fund commitments.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**INVESTMENT REPORT**

**Digital Section**

	<b>Market Value (£m)*</b>	<b>Percentage %</b>
Global Equity	175.7	8.5
Small Cap Equity	42.5	2.1
Multi Asset Credit	450.0	21.6
Buy & Maintain Credit	254.3	12.3
Secured Finance	200.0	9.7
Illiquid Secure Income	199.0	9.6
Senior Private Debt <sup>1</sup>	174.6	8.4
LDI <sup>2</sup>	557.7	26.9
Cash	18.3	0.9
<b>Total</b>	<b>2072.1</b>	<b>100.0</b>

\* Based on bid valuations where available.

<sup>1</sup> Senior Private Debt valuations include amounts being held to fund commitments.

<sup>2</sup> LDI valuation includes £1.3m of unrealised losses from the currency hedge.

<b>Investment Manager</b>	<b>Asset Class</b>	<b>Market Value (£m)*</b>	<b>Percentage %</b>
SSGA	Global Equity	175.7	8.5
L&G	Small Cap Equity	42.5	2.1
Insight <sup>2</sup>	LDI	557.7	26.9
CQS	Multi Asset Credit	236.7	11.3
Apollo	Multi Asset Credit	213.3	10.3
Ares	Secured Finance	97.4	4.7
HSBC	Secured Finance	102.6	5.0
L&G	Buy & Maintain Credit	254.3	12.3
M&G <sup>1</sup>	Illiquid Secure Income	199.0	9.6
M&G	Real Estate Debt	22.8	1.1
Goldman Sachs <sup>1</sup>	Senior Private Debt	151.8	7.3
Other	Cash	18.3	0.9
<b>Total</b>		<b>2,072.1</b>	<b>100.0</b>

\*Based on bid valuations where available.

<sup>1</sup> Goldman Sachs valuations include amounts being held to fund commitments.

<sup>2</sup> LDI valuation includes £1.3m of unrealised losses from the currency hedge.

**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:

## THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

### INVESTMENT REPORT

#### Hewlett-Packard Section

Total Section	1 Year (% p.a.)	3 Year (% p.a.)	5 Year (% p.a.)
Actual	8.5	10.6	8.2
Benchmark	3.8	10.0	8.2

Net of fees, including impact of currency hedging

Source: Northern Trust

Over the one-year period, the HP Section outperformed its benchmark by 4.7% (net of fees).

Over the three-year period to 31 October 2021, the Section returned 10.6% p.a. outperforming its benchmark by 0.6% p.a. (net of fees).

Over the five-year period to 31 October 2021, the Section returned 8.2% p.a. (net of fees) which was in line with benchmark performance.

As at 31 October 2021 the benchmark comprised:

Asset Class	Benchmark	Allocation (%)
Global Equity	FTSE All World Developed (50% GBP Hedged/ Emerging Unhedged Index – Net UK Tax)	8.0
Small Cap Equity	FTSE Global Developed Small Cap Index	2.0
Multi Asset Credit	3 Month GBP LIBOR + 4.5% p.a. in GBP	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% <sup>1</sup> p.a. Absolute Return of 6.5% <sup>2</sup> p.a.	7.5
Secured Finance	Absolute Return of 4.25% p.a.	10.0
LDI	Liability cashflows benchmark	31.0
Buy & Maintain Credit	Fund Return	13.0
	<b>Total</b>	<b>100.0</b>

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 USD 7 day LIBID; 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	6.2	9.3	7.2
Benchmark	3.6	9.5	7.5

Net of fees, including impact of currency hedging

Source: Northern Trust

Over the one-year period, the Digital Section outperformed its benchmark by 2.6% (net of fees).

Over the three-year period to 31 October 2021, the Section underperformed its benchmark by 0.2% p.a. (net of fees)

## THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

### INVESTMENT REPORT

Over the five-year period to 31 October 2021, the Section returned 7.2% p.a. (net of fees) versus a benchmark return of 7.5% p.a.

As at 31 October 2021 the benchmark comprised:

Asset Class	Benchmark	Allocation (%)
Global Equity	FTSE All World Developed (50% GBP Hedged/ Emerging Unhedged Index – Net UK Tax)	8.0
Small Cap Equity	FTSE Global Developed Small Cap Index	2.0
Multi Asset Credit	3 Month GBP LIBOR + 4.5% p.a. in GBP	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.	10.0
Senior Private Debt	Absolute Return of 5% <sup>1</sup> p.a. Absolute Return of 6.5% <sup>2</sup> p.a.	7.5
Secured Finance	Absolute Return of 4.25% p.a.	10.0
LDI	Liability cashflows benchmark	29.5
Buy & Maintain Credit	Fund Return	13.0
	<b>Total</b>	<b>100.0</b>

<sup>1</sup> M&G Real Estate Debt Finance VI targets an absolute return of 5% p.a.

<sup>2</sup> For the assets held in the USD Liquidity Fund, the benchmark is USD 7 day LIBID; Goldman Sachs Broad Street III and IV target an absolute return of 6.5% p.a.

### 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	
Legal and General Investment Management (L&G)	Invest in: Global Credit Benchmark: Fund Return Invest in: Developed Small Cap Equity Benchmark: FTSE Global Developed Small Cap Index
State Street Global Advisors Ltd (SSGA)	Invest in: Global Equity Benchmark: FTSE All-World (50% GBP Hedged)
Ares Management LLC	Invest in: Secured Finance Benchmark: Absolute Return of 5% p.a.
HSBC Global Asset Management (HSBC)	Invest in: Secured Finance Benchmark: Absolute Return of 5% p.a.
CQS (UK) LLP (CQS)	Invest in: Global Credit Benchmark: Outperform 3 month GBP LIBOR + 4.5% p.a.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**INVESTMENT REPORT**

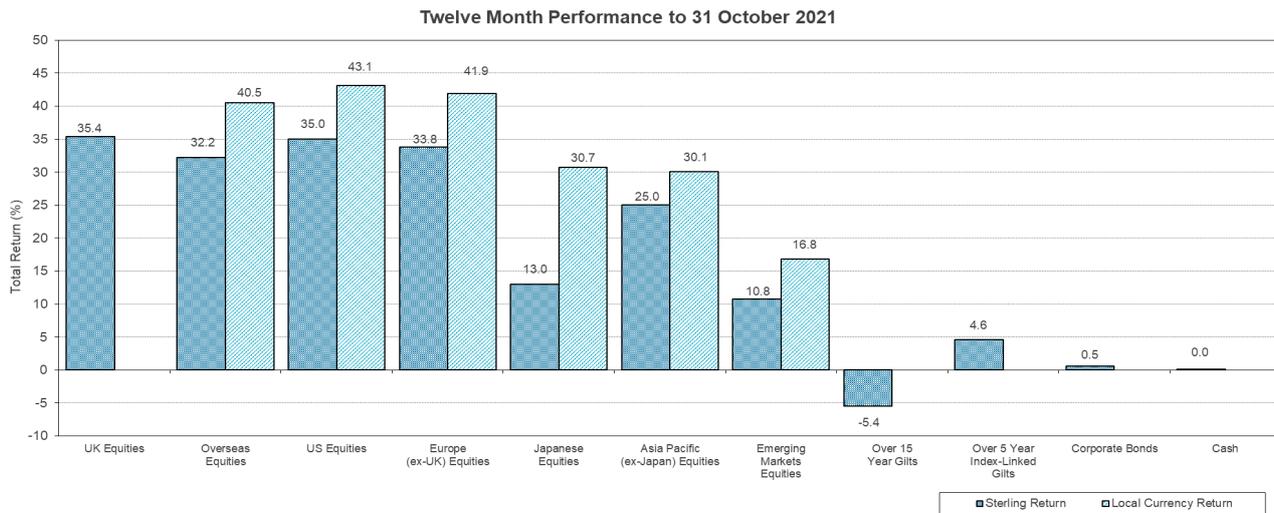
Investment Manager	
Apollo Global Management (Apollo)	Invest in: Global Credit Benchmark: Outperform 3 month GBP LIBOR + 5.0% p.a.
M&G Investments (M&G)	Invest in: Illiquid Secure Income Benchmark: Outperform Bank of America Merrill Lynch 5 year Fixed Interest Gilts + 2.5% p.a. Invest in: Real Estate Debt Benchmark: Absolute Return of 5% p.a.
Goldman Sachs Asset Management (GSAM)	Invest in: Senior Private Debt Benchmark: Absolute Return of 6.5% p.a. Invest in: USD Liquidity Benchmark: USD 7 day LIBID
Insight Investment Management Limited (Insight)	Invest in: UK bonds, swaps and cash Benchmark: Match liability cashflows Invest in: Foreign exchange contracts Benchmark: n/a

**Digital Section**

Investment Manager	
Legal and General Investment Management (L&G)	Invest in: Global Credit Benchmark: Fund Return Invest in: Developed Small Cap Equity Benchmark: FTSE Global Developed Small Cap Index
State Street Global Advisors Ltd (SSGA)	Invest in: Global Equity Benchmark: FTSE All-World (50% GBP Hedged)
Ares Management LLC	Invest in: Secured Finance Benchmark: Absolute Return of 5% p.a.
HSBC Global Asset Management (HSBC)	Invest in: Secured Finance Benchmark: Absolute Return of 5% p.a.
CQS (UK) LLP (CQS)	Invest in: Global Credit Benchmark: Outperform 3 month GBP LIBOR + 4.5% 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: USD 7 day LIBID
Insight Investment Management Limited (Insight)	Invest in: UK bonds, swaps and cash Benchmark: Match liability cashflows Invest in: Foreign exchange contracts Benchmark: n/a

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## INVESTMENT REPORT



Thomson Reuters Datastream

### Market Background

Returns were positive across the majority of asset classes over the 12 month period to 31 October 2021, as markets continued to rebound due to optimism over re-openings, successful vaccine roll-outs especially in developed countries and supportive monetary policy, which supported valuations.

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 -5.4% and 4.6%, respectively, moving inversely due to an increase in inflation expectation more than offsetting the rise in nominal yields. UK corporate bond spreads tightened over the year amid risk-on sentiment for much of the period, resulting in a return of 0.5% over the year.

### Custody Arrangements

Northern Trust were appointed on 1 November 2020 and custody of the assets transitioned from State Street to Northern Trust on 2 November 2020. Northern Trust, as the Plan's Global Custodian, managed custody over the year for Insight, L&G (Buy and Maintain Credit only) and HSBC.

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 2021 the Plan had exposure to Hewlett-Packard of less than 0.1% of assets at both the Plan and individual Section level.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**INVESTMENT REPORT**

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**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.

Signed for and on behalf of the Trustee on 31 March 2022

.....  
, Trustee Director

.....  
, Trustee Director

## THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN

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

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#### Opinion

We have audited the financial statements of the Hewlett-Packard Limited Retirement Benefits Plan ("the Plan") for the year ended 31 October 2021 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 2021 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 3 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.

## THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN

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

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As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that Trustee's (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 significant accounting estimates for bias.

#### *Identifying and responding to risks of material misstatement due to non-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 54 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.

## THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN

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

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#### 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 Compliance Statement, the Schedules of Contributions 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 8, 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](http://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.

#### **Gemma Broom for and on behalf of KPMG LLP, Statutory Auditor**

*Chartered Accountants*

15 Canada Square

London

E14 5GL

31 March 2022

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**FUND ACCOUNT**

	Note	Year to 31 October 2021			Year to 31 October 2020
		HP £'000	Digital £'000	Total £'000	£'000
<b>Contributions and benefits</b>					
Employer contributions		1,985	2,056	<b>4,041</b>	3,107
Employee contributions		-	6	<b>6</b>	9
Total Contributions	5	<b>1,985</b>	<b>2,062</b>	<b>4,047</b>	3,116
Other income	6	-	1	<b>1</b>	69
		<b>1,985</b>	<b>2,063</b>	<b>4,048</b>	<b>3,185</b>
Benefits paid or payable	7	39,569	56,761	<b>96,330</b>	91,603
Transfers out	8	20,102	9,066	<b>29,168</b>	25,577
Administrative expenses	9	2,286	2,608	<b>4,894</b>	4,786
		<b>61,957</b>	<b>68,435</b>	<b>130,392</b>	<b>121,966</b>
<b>Net withdrawals from dealing with members</b>		<b>(59,972)</b>	<b>(66,372)</b>	<b>(126,344)</b>	<b>(118,781)</b>
<b>Returns on investments</b>					
Investment income	10	51,418	56,628	<b>108,046</b>	91,483
Change in market value of investments	12	76,149	52,540	<b>128,689</b>	178,516
Investment management expenses	11	(3,410)	(3,282)	<b>(6,692)</b>	(4,712)
<b>Net returns on investments</b>		<b>124,157</b>	<b>105,886</b>	<b>230,043</b>	<b>265,287</b>
<b>Net increase in the Fund during the year</b>		<b>64,185</b>	<b>39,514</b>	<b>103,699</b>	<b>146,506</b>
<b>Net assets of the Plan at 1 November</b>		1,987,443	2,069,041	<b>4,056,484</b>	<b>3,909,978</b>
<b>Net assets of the Plan at 31 October</b>		<b>2,051,628</b>	<b>2,108,555</b>	<b>4,160,183</b>	<b>4,056,484</b>

The notes on pages 28 to 53 form part of these financial statements.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**STATEMENT OF NET ASSETS**

**(Available for benefits)**

	Note	As at 31 October 2021			As at
		HP £'000	Digital £'000	Total £'000	31 October 2020 £'000
<b>Investments assets</b>					
Bonds	12	2,263,188	2,249,483	4,512,671	4,385,002
Pooled investment vehicles	13	1,021,354	1,153,186	2,174,540	2,078,140
Derivatives	14	2,399	458	2,857	7,053
Other investment balances	12	10,098	13,366	23,464	23,266
AVCs	15	14,484	7,494	21,978	20,419
		<b>3,311,523</b>	<b>3,423,987</b>	<b>6,735,510</b>	<b>6,513,880</b>
<b>Investment liabilities</b>					
Derivatives	14	(1,424)	(1,604)	(3,028)	(6,806)
Other investment balances	12	(2,074)	(2,186)	(4,260)	(2,620)
Repurchase agreements		(1,292,999)	(1,348,126)	(2,641,125)	(2,503,924)
		<b>(1,296,497)</b>	<b>(1,351,916)</b>	<b>(2,648,413)</b>	<b>(2,513,350)</b>
<b>Total net investments</b>		<b>2,015,026</b>	<b>2,072,071</b>	<b>4,087,097</b>	<b>4,000,530</b>
<b>Current assets</b>	18	38,471	40,715	79,186	63,802
<b>Current liabilities</b>	19	(1,869)	(4,231)	(6,100)	(7,848)
		<b>36,602</b>	<b>36,484</b>	<b>73,086</b>	<b>55,954</b>
<b>Total net assets of the Plan at 31 October</b>		<b>2,051,628</b>	<b>2,108,555</b>	<b>4,160,183</b>	<b>4,056,484</b>

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 4 to 6 and these financial statements should be read in conjunction with them.

The financial statements on pages 26 and 27 were approved on 31 March 2022

by:

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

.....  
Gill Manning, Trustee Director

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## NOTES TO THE FINANCIAL STATEMENTS

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### 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 Scheme 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 2021 was 108.2% for the HP section and 109.3% 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 financial statements

The Plan is established as a trust under English Law. The address for enquiries to the scheme is included in the Trustee's Report.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

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

**FUND ACCOUNT**

	Note	Year to 31 October 2020		Total £'000
		HP £'000	Digital £'000	
<b>Contributions and benefits</b>				
Employer contributions		1,565	1,542	<b>3,107</b>
Employee contributions		-	9	<b>9</b>
Total Contributions	5	<b>1,565</b>	<b>1,551</b>	<b>3,116</b>
Other income	6	35	34	<b>69</b>
		<b>1,600</b>	<b>1,585</b>	<b>3,185</b>
Benefits paid or payable	7	38,553	53,050	<b>91,603</b>
Transfers out	8	12,380	13,197	<b>25,577</b>
Administrative expenses	9	2,114	2,672	<b>4,786</b>
		<b>53,047</b>	<b>68,919</b>	<b>121,966</b>
<b>Net withdrawals from dealing with members</b>		<b>(51,447)</b>	<b>(67,334)</b>	<b>(118,781)</b>
<b>Returns on investments</b>				
Investment income	10	43,036	48,447	91,483
Change in market value of investments	12	95,279	83,237	178,516
Investment management expenses	11	(2,401)	(2,311)	(4,712)
<b>Net returns on investments</b>		<b>135,914</b>	<b>129,373</b>	<b>265,287</b>
<b>Net increase in the Fund during the year</b>		<b>84,467</b>	<b>62,039</b>	<b>146,506</b>
<b>Net assets of the Plan at 1 November</b>		<b>1,902,976</b>	<b>2,007,002</b>	<b>3,909,978</b>
<b>Net assets of the Plan at 31 October</b>		<b>1,987,443</b>	<b>2,069,041</b>	<b>4,056,484</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**STATEMENT OF NET ASSETS (AVAILABLE FOR BENEFITS)**

	Note	As at 31 October 2020		Total £'000
		HP £'000	Digital £'000	
<b>Investments assets</b>				
Bonds	12	2,236,895	2,148,107	4,385,002
Pooled investment vehicles	12	1,001,489	1,076,651	2,078,140
Derivatives	14	2,921	4,132	7,053
Other investment balances	12	11,998	11,268	23,266
AVCs	15	13,203	7,216	20,419
		<b>3,265,200</b>	<b>3,246,060</b>	<b>6,513,880</b>
<b>Investment liabilities</b>				
Derivatives	14	(3,378)	(3,428)	(6,806)
Other investment balances	12	(1,306)	(1,314)	(2,620)
Repurchase agreements		(1,304,462)	(1,199,462)	(2,503,924)
		<b>(1,309,146)</b>	<b>(1,204,204)</b>	<b>(2,513,350)</b>
<b>Total net investments</b>		<b>1,957,360</b>	<b>2,043,170</b>	<b>4,000,530</b>
<b>Current assets</b>	18	33,076	30,726	63,802
<b>Current liabilities</b>	19	(2,993)	(4,855)	(7,848)
		<b>30,083</b>	<b>25,871</b>	<b>55,954</b>
<b>Total net assets of the Plan at 31 October</b>		<b>1,987,443</b>	<b>2,069,041</b>	<b>4,056,484</b>

There are two sections of the Plan as follows:

Hewlett-Packard Section (HP)

Digital Section (Digital)

**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.

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## NOTES TO THE FINANCIAL STATEMENTS

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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.

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

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## NOTES TO THE FINANCIAL STATEMENTS

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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.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**5. Contributions**

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

	Year to 31 October 2020		
	HP £'000	Digital £'000	Total £'000
<b>Employers</b>			
Normal	858	607	1,465
Deficit repair	-	-	-
Employee directed	302	349	651
Augmentations	405	586	991
	<b>1,565</b>	<b>1,542</b>	<b>3,107</b>
<b>Members</b>			
Additional voluntary contributions	-	9	9
	-	9	9
	<b>1,565</b>	<b>1,551</b>	<b>3,116</b>

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.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**5. Contributions (continued)**

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 2021		
	HP £'000	Digital £'000	Total £'000
Death benefit income	-	-	-
Other income	-	1	1
	-	1	1

	Year to 31 October 2020		
	HP £'000	Digital £'000	Total £'000
Death benefit income	-	-	-
Other income	35	34	69
	35	34	69

**7. Benefits paid or payable**

	Year to 31 October 2021		
	HP £'000	Digital £'000	Total £'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

	Year to 31 October 2020		
	HP £'000	Digital £'000	Total £'000
Pensions	29,800	47,389	77,189
Commutations and lump sum retirement benefits	8,388	5,305	13,693
Lump sum death benefits	35	74	109
Taxation where lifetime or annual allowance exceeded	330	282	612
	38,553	53,050	91,603

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**8. Transfers out**

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

	Year to 31 October 2020		
	HP £'000	Digital £'000	Total £'000
Individual transfers out to other schemes	12,380	13,197	25,577
	<b>12,380</b>	<b>13,197</b>	<b>25,577</b>

**9. Administrative expenses**

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

	Year to 31 October 2020		
	HP £'000	Digital £'000	Total £'000
Administration and actuarial fees	1,244	1,463	2,707
Audit fees	73	73	146
Legal fees	564	564	1,128
Trustee fee and expenses	213	214	427
PPF levy	20	358	378
	<b>2,114</b>	<b>2,672</b>	<b>4,786</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**10. Investment income**

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

	Year to 31 October 2020		
	HP	Digital	Total
	£'000	£'000	£'000
Income from bonds	24,715	27,561	<b>52,276</b>
Income from pooled investment vehicles	12,566	11,709	<b>24,275</b>
Income from derivatives	5,743	9,128	<b>14,871</b>
Interest on cash deposits	12	49	<b>61</b>
	<b>43,036</b>	<b>48,447</b>	<b>91,483</b>

**11. Investment management expenses**

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

	Year to 31 October 2020		
	HP	Digital	Total
	£'000	£'000	£'000
Administration, management and custody	2,273	2,218	<b>4,491</b>
Other advisory fees	128	93	<b>221</b>
	<b>2,401</b>	<b>2,311</b>	<b>4,712</b>

The movement in the administration, management and custody expenses reflects certain timing differences in respect of the fees as well as changes in the Plan's portfolio.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**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.

<b>HP Section</b>	<b>Market Value at 1 November 2020 £'000</b>	<b>Purchases at cost and derivative payments £'000</b>	<b>Sales proceeds and derivative receipts £'000</b>	<b>Change in Market Value £'000</b>	<b>Market Value at 31 October 2021 £'000</b>
Bonds	2,236,895	189,345	(117,309)	(45,743)	2,263,188
Pooled investment vehicles	1,001,489	393,395	(473,204)	99,674	1,021,354
Derivatives	(457)	3,685,954	(3,704,631)	20,109	975
AVC investments	13,203	547	(1,375)	2,109	14,484
	<b>3,251,130</b>	<b>4,269,241</b>	<b>(4,296,519)</b>	<b>76,149</b>	<b>3,300,001</b>
Other investment balances	10,692			-	8,024
Repurchase agreements	(1,304,462)			-	(1,292,999)
	<b>1,957,360</b>			<b>76,149</b>	<b>2,015,026</b>

<b>Digital Section</b>	<b>Market Value at 1 November 2020 £'000</b>	<b>Purchases at cost and derivative payments £'000</b>	<b>Sales proceeds and derivative receipts £'000</b>	<b>Change in Market Value £'000</b>	<b>Market Value at 31 October 2021 £'000</b>
Bonds	2,148,107	287,676	(110,352)	(75,948)	2,249,483
Pooled investment vehicles	1,076,651	325,307	(358,715)	109,943	1,153,186
Derivatives	704	3,916,678	(3,936,239)	17,711	(1,146)
AVC investments	7,216	678	(1,234)	834	7,494
	<b>3,232,678</b>	<b>4,530,339</b>	<b>(4,406,540)</b>	<b>52,540</b>	<b>3,409,017</b>
Other investment balances	9,954			-	11,180
Repurchase agreements	(1,199,462)			-	(1,348,126)
	<b>2,043,170</b>			<b>52,540</b>	<b>2,072,071</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**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:

<b>HP Section</b>				<b>2021</b>	<b>2020</b>
	<b>Fees £'000</b>	<b>Commission £'000</b>	<b>Stamp Duty £'000</b>	<b>Total £'000</b>	<b>Total £'000</b>
Equities	-	-	-	-	-
Bonds	-	-	-	-	-
Derivatives	-	-	-	-	6
	-	-	-	-	6

<b>Digital Section</b>				<b>2021</b>	<b>2020</b>
	<b>Fees £'000</b>	<b>Commission £'000</b>	<b>Stamp Duty £'000</b>	<b>Total £'000</b>	<b>Total £'000</b>
Equities	-	-	-	-	-
Bonds	-	-	-	-	-
Derivatives	-	-	-	-	5
	-	-	-	-	5

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

At the year-end amounts payable under repurchase agreements amounted to £2,641,125,306 (2020: £2,503,924,057). At the year-end £2,641,125,306 of bonds reported in Plan assets are held by counterparties under repurchase agreements.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**13. Pooled investment vehicles**

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

<b>HP Section</b>	<b>Year to 31 October 2021</b>	<b>Year to 31 October 2020</b>
	<b>£'000</b>	<b>£'000</b>
Equities	208,119	193,441
Bonds	454,004	488,172
Alternatives	313,050	277,190
Liquidity	46,166	42,668
Property	15	18
	<b>1,021,354</b>	<b>1,001,489</b>

<b>Digital Section</b>	<b>Year to 31 October 2021</b>	<b>Year to 31 October 2020</b>
	<b>£'000</b>	<b>£'000</b>
Equities	218,148	204,395
Bonds	547,467	518,901
Alternatives	338,222	301,392
Liquidity	49,349	51,963
	<b>1,153,186</b>	<b>1,076,651</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**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**

	<b>2021</b>	<b>2021</b>	2020	2020
	<b>Assets</b>	<b>Liabilities</b>	Assets	Liabilities
	<b>£'000</b>	<b>£'000</b>	£'000	£'000
Swaps	-	-	2,335	(22)
Forward currency contracts	593	(1,424)	353	(3,356)
Futures	1,806	-	233	-
	<b>2,399</b>	<b>(1,424)</b>	<b>2,921</b>	<b>(3,378)</b>

**Swaps**

<b>Swaps</b>	<b>Nominal</b>		<b>Asset value</b>	<b>Liability value</b>
<b>Nature</b>	<b>Amount</b>	<b>Duration</b>	<b>at year end</b>	<b>at year end</b>
	<b>£</b>		<b>£'000</b>	<b>£'000</b>
-	-	-	-	-
<b>Total 2021</b>	-	-	-	-
Total 2020			2,335	(22)

**Futures**

<b>Futures</b>	<b>Nominal</b>		<b>Asset value</b>	<b>Liability value</b>
<b>Nature</b>	<b>Amount</b>	<b>Duration</b>	<b>at year end</b>	<b>at year end</b>
	<b>£</b>		<b>£'000</b>	<b>£'000</b>
10 Yr Treasury Notes	\$6,012,343	Dec 21	88	-
Long Gilt Future	£52,966,080	Dec 21	1,718	-
<b>Total 2021</b>			<b>1,806</b>	-
Total 2020	-		233	-

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**14. Derivatives (continued)**

**Forward Foreign Exchange (FX)**

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

<b>Forward Contracts</b>			<b>Asset value</b>	<b>Liability value</b>
<b>Settlement date</b>	<b>Currency Bought</b>	<b>Currency Sold</b>	<b>at year end</b>	<b>at year end</b>
			<b>£'000</b>	<b>£'000</b>
1 month	EUR 150,000	GBP 127,259	-	(1)
1 month	SEK 344,000	GBP 29,093	-	-
1 month	USD 1,650,000	GBP 1,198,776	5	-
1 month	JPY 4,700,000	GBP 30,219	-	-
1 month	GBP 3,284,435	AUD 6,1258,000	-	(90)
1 month	GBP 1,289,748	CAD 2,241,000	-	(29)
1 month	GBP 275,850	CHF 347,000	-	(1)
1 month	GBP 32,773,515	EUR 38,460,600	299	-
1 month	GBP 85,367	HKD 914,000	-	-
1 month	GBP 1,186,628	JPY 179,200,000	40	-
1 month	GBP 411,208	SEK 4,932,000	-	(8)
1 month	GBP 295,535,377	USD 406,544,650	249	(1,295)
<b>Total 2021</b>			<b>593</b>	<b>(1,424)</b>
<b>Total 2020</b>			<b>353</b>	<b>(3,356)</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**14. Derivatives (continued)**

**Digital Section - Derivatives**

	<b>2021 Assets £'000</b>	<b>2021 Liabilities £'000</b>	<b>2020 Assets £'000</b>	<b>2020 Liabilities £'000</b>
Swaps	-	-	3,763	-
Futures	90	(381)	-	(10)
Forward currency contracts	368	(1,223)	369	(3,418)
<b>Net derivatives</b>	<b>458</b>	<b>(1,604)</b>	<b>4,132</b>	<b>(3,428)</b>

<b>Swaps</b>	<b>Nominal Amount £</b>	<b>Duration</b>	<b>Asset value at year end £'000</b>	<b>Liability value at year end £'000</b>
-	-	-	-	-
<b>Total 2021</b>	-	-	-	-
Total 2020			3,763	-

<b>Futures</b>	<b>Nominal Amount</b>	<b>Duration</b>	<b>Asset value at year end £'000</b>	<b>Liability value at year end £'000</b>
Long Gilt Future	£11,742,480	Dec 21	-	(381)
10 Yr Treasury Note Futures	\$6,143,047	Dec 21	90	-
<b>Total 2021</b>			<b>90</b>	<b>(381)</b>
Total 2020			-	(10)

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**14. Derivatives (continued)**

**Forward Foreign Exchange (FX)**

<b>Forward Contracts</b>			<b>Asset value</b>	<b>Liability value</b>
<b>Settlement date</b>	<b>Currency Bought</b>	<b>Currency Sold</b>	<b>at year end £'000</b>	<b>at year end £'000</b>
1 month	GBP 3,485,531	AUD 6,535,000	-	(95)
1 month	GBP 1,365,042	CAD 2,372,000	-	(31)
1 month	GBP 291,754	CHF 367,000	-	(1)
1 month	GBP 35,084,402	EUR 41,172,600	320	-
1 month	GBP 90,411	HKD 968,000	-	(1)
1 month	GBP 1,256,157	JPY 189,700,000	43	-
1 month	GBP 435,305	SEK 5,221,000	-	(8)
1 month	GBP 311,286,251	USD 428,190,000	-	(1,086)
1 month	EUR 153,000	GBP 129,786	-	(1)
1 month	SEK 364,000	GBP 30,785	-	-
1 month	USD 1,700,000	GBP 1,235,103	5	-
1 month	JPY 4,900,000	GBP 31,505	-	-
<b>Total 2021</b>			<b>368</b>	<b>(1,223)</b>
<b>Total 2020</b>			<b>369</b>	<b>(3,418)</b>

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.

**Collateral**

During the year collateral was received and pledged in respect of swaps, forward contracts and repurchase agreements. As at 31 October 2021 the collateral received/pledged was as follows:

<b>HP Section</b>	<b>Collateral Received</b>	<b>Collateral Pledged</b>
	<b>£'000</b>	<b>£'000</b>
Stock equivalents	41,533	-
Cash equivalents	1,930	(1,928)
	<b>43,463</b>	<b>(1,928)</b>
<b>Digital Section</b>	<b>Collateral Received</b>	<b>Collateral Pledged</b>
	<b>£'000</b>	<b>£'000</b>
Stock equivalents	18,671	-
Cash equivalents	851	(850)
	<b>19,522</b>	<b>(850)</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**15. AVC assets**

	At 31 October 2021		
	HP	Digital	Total
	£'000	£'000	£'000
MGM Assurance/Scottish Friendly	63	-	63
Reassure (was Phoenix Life)	-	87	87
Legal & General	14,421	7,407	21,828
	<b>14,484</b>	<b>7,494</b>	<b>21,978</b>

	At 31 October 2020		
	HP	Digital	Total
	£'000	£'000	£'000
MGM Assurance/Scottish Friendly	63	-	63
Phoenix Life	-	118	118
Legal & General	13,140	7,098	20,238
	<b>13,203</b>	<b>7,216</b>	<b>20,419</b>

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.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**16. 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 on the measurement date.
- Level 2: Inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data) for the asset or liability, either directly or indirectly.
- Level 3: Inputs are unobservable (i.e. that is for which market data is unavailable) for the asset or liability

The Plan's investment assets and liabilities disclosed according to the above hierarchy categories are as follows:

	Level 1 £'000	Level 2 £'000	Level 3 £'000	2021 Total £'000
<b>HP Section</b>				
Bonds	-	2,263,188	-	2,263,188
Pooled investment vehicles	-	799,455	221,899	1,021,354
Repurchase agreements	-	(1,292,999)	-	(1,292,999)
Derivatives	1,806	(831)	-	975
AVC Investments	-	14,484	-	14,484
Other investment balances	8,024	-	-	8,024
	<u>9,830</u>	<u>1,783,297</u>	<u>221,899</u>	<u>2,015,026</u>
<b>Digital Section</b>				
Bonds	-	2,249,483	-	2,249,483
Pooled investment vehicles	-	916,538	236,648	1,153,186
Repurchase agreements	-	(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
	<u>10,889</u>	<u>1,824,447</u>	<u>236,735</u>	<u>2,072,071</u>
	<u>20,719</u>	<u>3,607,744</u>	<u>458,634</u>	<u>4,087,097</u>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**16. Investment Fair Value Hierarchy (continued)**

	Level 1 £'000	Level 2 £'000	Level 3 £'000	2020 Total £'000
<b>HP Section</b>				
Bonds	-	2,236,895	-	2,236,895
Pooled investment vehicles	-	809,165	192,324	1,001,489
Repurchase agreements	-	(1,304,462)	-	(1,304,462)
Derivatives	233	(690)	-	(457)
AVC investments	-	13,203	-	13,203
Other investment balances	10,692	-	-	10,692
	<u>10,925</u>	<u>1,754,111</u>	<u>192,324</u>	<u>1,957,360</u>
<b>Digital Section</b>				
Bonds	-	2,148,107	-	2,148,107
Pooled investment vehicles	-	869,940	206,711	1,076,651
Repurchase agreements	-	(1,199,462)	-	(1,199,462)
Derivatives	(10)	714	-	704
AVC investments	-	7,098	118	7,216
Other investment balances	9,954	-	-	9,954
	<u>9,944</u>	<u>1,826,397</u>	<u>206,829</u>	<u>2,043,170</u>
	<u>20,869</u>	<u>3,580,508</u>	<u>399,153</u>	<u>4,000,530</u>

**17. 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.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**17. 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, 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 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	(1,292,999)	-	-	(1,292,999)
PIVs	46,166	-	975,188	1,021,354
<b>Total</b>	<b>1,008,329</b>	<b>16,050</b>	<b>976,163</b>	<b>2,000,542</b>
31 October 2020 (£'000)	Investment grade	Non-investment grade	Unrated	Total
Bonds	2,221,691	15,204	-	2,236,895
OTC Derivatives	-	-	(457)	(457)
Other investment balances	10,692	-	-	10,692
Repurchase agreements	(1,304,462)	-	-	(1,304,462)
PIVs	17,921	-	983,568	1,001,489
<b>Total</b>	<b>945,842</b>	<b>15,204</b>	<b>983,111</b>	<b>1,944,157</b>

**Digital Section**

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	(1,348,126)	-	-	(1,348,126)
PIVs	49,349	-	1,103,837	1,153,186
<b>Total</b>	<b>944,830</b>	<b>17,056</b>	<b>1,102,691</b>	<b>2,064,577</b>
31 October 2020 (£'000)	Investment grade	Non-investment grade	Unrated	Total
Bonds	2,132,279	15,828	-	2,148,107
OTC Derivatives	-	-	704	704
Other investment balances	9,954	-	-	9,954
Repurchase agreements	(1,199,462)	-	-	(1,199,462)
PIVs	19,318	-	1,057,333	1,076,651
<b>Total</b>	<b>962,089</b>	<b>15,828</b>	<b>1,058,037</b>	<b>2,035,954</b>

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 HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## NOTES TO THE FINANCIAL STATEMENTS

### 17. Investment Risk Disclosures (continued)

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, State Street, 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 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 2021 (£'000)	31 October 2020 (£'000)
Unit linked insurance contract	40,144	39,326
Open ended investment companies	207,579	249,877
Common contractual fund	183,054	174,524
Cayman Islands exempt company	200,688	191,253
Limited Partnership	200,648	171,162
Limited Liability Company	189,241	175,347
<b>Total</b>	<b>1,021,354</b>	<b>1,001,489</b>

#### Digital Section

	31 October 2021 (£'000)	31 October 2020 (£'000)
Unit linked insurance contract	42,493	41,317
Open ended investment companies	286,028	272,430
Common contractual fund	199,022	189,748
Cayman Islands exempt company	213,340	203,310
Limited Partnership	213,873	184,028
Limited Liability Company	198,430	185,818
<b>Total</b>	<b>1,153,186</b>	<b>1,076,651</b>

Indirect credit risk arises in relation to underlying investments held in the bond pooled investment vehicles. This risk is mitigated by only investing in pooled funds which invest in predominantly investment grade credit rated securities.

#### 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 HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## NOTES TO THE FINANCIAL STATEMENTS

### 17. Investment Risk Disclosures (continued)

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 2021 (£'000)	31 October 2020 (£'000)
US Dollar	185,012	230,616
Euro	3,388	3,204
Japanese Yen	3,325	2,705
Other	9,524	6,627

#### Digital Section

Currency	31 October 2021 (£'000)	31 October 2020 (£'000)
US Dollar	197,274	245,140
Euro	3,587	3,429
Japanese Yen	3,521	2,842
Other	10,081	6,962

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, and the LGIM Buy and Maintain Credit portfolios are hedged to sterling. 50% of the Plan's Small Cap Equity holding with LGIM exposure to the main overseas currencies hedged back to sterling. Emerging market currency exposures are not hedged due to practical limitations and costs for hedging these currencies and expected long-term appreciation of emerging market currencies relative to sterling.

#### 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 2021 (£'000)	31 October 2020 (£'000)
Bonds	2,263,188	2,236,895
Bond PIVs	454,004	488,172
Liquidity PIVs	46,166	42,668
Alternatives PIVs	313,050	277,189
Total	3,076,408	3,044,924

#### Digital Section

	31 October 2021 (£'000)	31 October 2020 (£'000)
Bonds	2,249,483	2,148,107
Bond PIVs	547,467	518,901
Liquidity PIVs	49,349	51,963
Alternatives PIVs	338,222	301,392
Total	3,184,521	3,020,363

#### Other Price Risk

Other price risk arises principally in relation to the Plan's return seeking portfolio, which includes pooled fund investments in equities.

The Plan manages this exposure to other price risk by constructing a diverse portfolio of investments across various markets.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**17. Investment Risk Disclosures (continued)**

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

**HP Section**

	31 October 2021 (£'000)	31 October 2020 (£'000)
Equity PIVs	208,119	193,441
Property PIVs	15	18
<b>Total</b>	<b>208,134</b>	<b>193,459</b>

**Digital Section**

	31 October 2021 (£'000)	31 October 2020 (£'000)
Equity PIVs	218,148	204,395
<b>Total</b>	<b>218,148</b>	<b>204,395</b>

**18. Current assets**

**at 31 October 2021**

	HP £'000	Digital £'000	Total £'000
Cash balances	38,390	40,656	<b>79,046</b>
Other debtors	81	59	<b>140</b>
	<b>38,471</b>	<b>40,715</b>	<b>79,186</b>

**at 31 October 2020**

	HP £'000	Digital £'000	Total £'000
Cash balances	32,916	30,502	<b>63,418</b>
Other debtors	160	224	<b>384</b>
	<b>33,076</b>	<b>30,726</b>	<b>63,802</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

**19. Current Liabilities**

	at 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
	<b>1,869</b>	<b>4,231</b>	<b>6,100</b>

	at 31 October 2020		
	HP	Digital	Total
	£'000	£'000	£'000
Unpaid benefits	1,289	2,896	4,185
Accrued expenses	1,310	1,505	2,815
Other creditors	394	454	848
	<b>2,993</b>	<b>4,855</b>	<b>7,848</b>

As at 31 October 2021 GMP equalisation back payments of approximately £500,000 (2020 £500,000) (HP section) and £2,800,000 (2020 £2,800,000) (Digital Section) were due to be paid by the Plan.

**20. Concentration of investments**

Except for the investments noted below, which comprise 24.29% (2020: 19.52%) of the Plan assets, the Plan does not hold over 5% of its funds in any one form of investment:

Managed by:	Holdings	31 October 2021	
		Market Value £'000	Percentage %
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
Managed by:	Holdings	31 October 2020	
		Market Value £'000	Percentage %
M&G	Long Dated Asset Fund	364,272	8.98
CQS	Credit Multi Asset Fund Class D1D	427,675	10.54
MPF	North America Equity	-	-

# THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

## NOTES TO THE FINANCIAL STATEMENTS

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### 21. Employer related investments

For the current period the Plan had direct and indirect holdings of less than 0.1% as at 31 October 2021 in the Hewlett-Packard Company (2020: <1%).

### 22. 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 2021 £66,175 (2020 £57,494)

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.

### 23. 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.

### 24. Taxation

The Scheme 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.

### 25. Contractual commitments

As at 31 October 2021, the Scheme had a commitment to invest in the Broad Street Loan Partners III Offshore – Unlevered L.P. Fund of £89,731,900 (Digital Section) and £81,707,100 (HP Section). As at 31 October 2021, £70,938,500 (2020: £79,782,500) (Digital Section) and £64,594,400 (2020: £72,647,500) (HP Section) had been called (net of returned capital).

As at 31 October 2021, the Scheme had a commitment to invest in the Broad Street Loan Partners IV Offshore – Unlevered L.P. Fund of £77,402,900 (Digital Section) and £75,068,400 (HP Section). As at 31 October 2021, £45,072,900 (2020: £11,365,000) (Digital Section) and £43,724,100 (2020: £10,823,000) (HP Section) had been called (net of returned capital).

As at 31 October 2021, the Scheme had a commitment to invest in the M&G Real Estate Debt Finance VI DAC of £36,200,000 (Digital Section) and £33,800,000 (HP Section). As at 31 October 2021, £21,156,100 (2020: £22,697,400) (Digital Section) and £19,753,500 (2020: £21,192,600) (HP Section) had been called (net of returned capital).

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**NOTES TO THE FINANCIAL STATEMENTS**

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**26. COVID19**

COVID19 continued to cause disruption in economic activity throughout 2021, which was reflected by fluctuations in global stock markets and in turn the valuation of scheme assets. The Trustee has designed the Plan's investment strategy taking a long term view and has built in resilience to withstand short term fluctuations. Given the inherent uncertainties, it is not practicable at this time to provide a quantitative estimate of the impact of the virus.

**27. Subsequent event**

There were no subsequent events, of which the Trustees are aware, likely to have an impact on these accounts.



**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**SUMMARY OF CONTRIBUTIONS**

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**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 schedule.

During the year ended 31 October 2021, the contributions payable to the Plan under the Schedules of Contributions were as follows:

<b>Contributions payable under the Schedules in respect of the Plan year</b>	<b>£'000s</b>
Employer:	
normal contributions	1,182
augmentations	2,272
Member:	
normal contributions	-
<b>Contributions payable under the Schedules (as reported on by the Plan auditor)</b>	<b>3,454</b>

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**SUMMARY OF CONTRIBUTIONS**

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**Reconciliation of contributions**

Reconciliation of contributions payable under the schedules of contributions reported in the accounts in respect of the Plan year:

	<b>£'000s</b>
Contributions payable under the Schedules (as above)	3,454
Contributions payable in addition to those due under the Schedules (and not reported on by the Plan auditor):	
Employee directed	587
Additional voluntary contributions	6
Total contributions reported in the financial statements	<u>4,047</u>

Signed on behalf of the Trustee on 31 March 2022

**Paul Early**                      **Trustee Director Signature**.....

**Gillian Manning**              **Trustee Director Signature**.....

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**COMPLIANCE STATEMENT**

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**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 contracted out from that date.

**HP Section's Pension Increases**

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 2021 as follows:

Pre 1997 Non-Qualifying Pension	0.00%
Pre 1997 Qualifying Pension	0.80%
Post 1997 Pension	1.20%
Pre 1988 GMP (if applicable)	0.00%
Post 1988 GMP (if applicable)	0.50%
AVC Increasing pension	1.20%
Post 1997 Pension (former Bol members)	0.50%
Post 1997 Pension (former Medas members)	1.20%
Pre 1997 Pension (in excess of GMP)	1.20%
Post 2005 Pension (former Bol members)	0.50%

Hewlett-Packard Limited decided not to award any discretionary pension increases during the year.

**Digital Section's Pension Increases**

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 2021 as follows:

Pre 1997 Pension (in excess of GMP)	0.00%
Post 1997 Pension (5% LPI)	1.38%
Post 1997 Pension (2.5% LPI)	1.38%
Post 97 (6-4-97 to 7-3-00 Leavers) (CPI)	0.50%
Post 2005 Pension (5% LPI Members)	1.38%
Post 2005 Pension (non 5% LPI Members)	1.38%
Pre 1988 GMP (if applicable)	0.00%
Post 1988 GMP (if applicable)	0.50%
External AVCs (Non-increasing)	0.00%
External AVCs (2.5% LPI)	1.38%
External AVCs (5% LPI)	1.38%

Hewlett-Packard Limited decided not to award any discretionary pension increases during the year.

## THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

### COMPLIANCE STATEMENT

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#### **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  
West Sussex  
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](mailto:hp2@equiniti.com)  
Digital Section: [digital@equiniti.com](mailto: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  
1<sup>st</sup> Floor  
Trident House  
42-48 Victoria Street  
St Albans,  
Hertfordshire  
AL1 3HZ

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**COMPLIANCE STATEMENT**

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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.

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

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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Certified to be a true  
copy of the original  
*Linklaters LLP*  
LINKLATERS LLP  
Date: *24-01-2020*

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN –  
HEWLETT-PACKARD SECTION (THE PLAN)**

**SCHEDULE OF CONTRIBUTIONS FOR THE 5 YEAR PERIOD FROM THE DATE OF CERTIFICATION  
OF THIS SCHEDULE**

This Schedule of Contributions has been prepared by Hewlett Packard Enterprise UK Pension Trustee Limited (the Trustee) to satisfy the requirements of Section 227 of the Pensions Act 2004, after obtaining the advice of David Eteen, the Scheme Actuary and after obtaining the agreement of the Employer. It covers contributions to the Plan from all employers who participate in the Plan from time to time.

For the avoidance of doubt, any employer may pay any amount of contributions, so long as the total amount paid equals or exceeds the total amount calculated according to this Schedule. Furthermore, this Schedule sets out the minimum payable and the employers may agree with the Trustees to pay a greater amount. In addition, in no event shall this Schedule of Contributions supersede the requirements of the Hewlett-Packard Limited Retirement Benefits Plan Funding Agreement for Digital Section and Hewlett-Packard Section dated 27 April 2012 as amended between the Trustee and Hewlett-Packard Limited.

Since the date of the latest actuarial valuation which was carried out as at 31 October 2018, the Employer paid £10,700,000 into the Plan in April 2019.

**Ongoing Funding Obligation Contributions**

In respect of amortisation of deficit future accrual of benefits and the expected expenses of administering the Plan, the participating employers are not required to pay any further contributions.

**Salary Sacrifice Funding Obligation Contributions**

Hewlett-Packard Members

In respect of Hewlett-Packard Salary Sacrifice Members, the participating employers will contribute:

- 13.65% of Contribution Salary for each member who has elected the basic contribution level
- 10.65% of Contribution Salary for each member who has elected the middle contribution level
- 7.65% of Contribution Salary for each member who has elected the lower contribution level
- 4.65% of Contribution Salary for each member who has elected the tier 4 contribution level
- 1.65% of Contribution Salary for each member who has elected the tier 5 contribution level

These Salary Sacrifice Funding Obligation Contributions are payable for so long as the Employer is operating a salary sacrifice arrangement and are payable even if the Ongoing Funding Obligation Contributions set out above are zero.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

---

EDS Members

In respect of EDS Members who are included in myChoice:

- 5.85% of New Pensionable Salary for each Lower Rate Contributor
- 7.35% of New Pensionable Salary for each Middle Rate Contributor
- 8.85% of New Pensionable Salary for each Higher Rate Contributor
- 4.35% of New Pensionable Salary for each Minimum Rate Contributor

**Member Ordinary Contributions**

Hewlett-Packard Members

Hewlett-Packard Members who have elected not to be Salary Sacrifice Members will contribute:

- 13.65% of Contribution Salary if they have elected the basic contribution level
- 10.65% of Contribution Salary if they have elected the middle contribution level
- 7.65% of Contribution Salary if they have elected the lower contribution level
- 4.65% of Contribution Salary if they have elected the tier 4 contribution level
- 1.65% of Contribution Salary if they have elected the tier 5 contribution level

EDS Members

EDS Members who are not included in myChoice:

- 5.85% of New Pensionable Salary if they are a Lower Rate Contributor
- 7.35% of New Pensionable Salary if they are a Middle Rate Contributor
- 8.85% of New Pensionable Salary if they are a Higher Rate Contributor
- 4.35% of New Pensionable Salary if they are a Minimum Rate Contributor

Salary Sacrifice Members and EDS Members included in myChoice are not required to contribute to the Plan.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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**Hewlett-Packard Members**

Hewlett-Packard Members are active members of the Plan who were accruing benefits in the Hewlett-Packard Section on 31 October 2018.

**EDS Members**

EDS Members are active members of the Plan who joined the Plan with effect from 1 December 2016 and were active members of the Electronic Data Systems Retirement Plan immediately prior to joining the Plan

**Contribution Salary**

Contribution Salary is defined for Hewlett-Packard Members as a member's Basic Salary less an amount equal to 1.5 times the annual rate of the basic state pension for a single person at 1 February. Except for members who joined the Plan before 1 June 1989, Contribution Salary cannot exceed the amount of the Earnings Cap from time to time.

**New Pensionable Salary**

New Pensionable Salary is defined for EDS Members as a member's Basic Salary on 6 April each year less the Lower Earnings Limit in force on the same date. New Pensionable Salary shall in the case of a 1989 Member be subject to the Earnings Cap.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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**Timing of Payment of Salary Sacrifice Funding Obligation Contributions and Member Ordinary Contributions**

The employers will ensure that the Trustee receives these Salary Sacrifice Funding Obligation Contributions and Member Ordinary Contributions within 19 days of the end of the calendar month to which the contributions relate. The date of receipt will be taken as the date on which the contributions are credited to the Trustee bank account.

**Special Employer Contributions to cover Augmentations**

The employers may pay additional contributions in accordance with General Rule 7.3 to cover the costs of benefit augmentations. Contributions in respect of severance money will be payable within 60 days of the date a member becomes entitled to the increased or additional benefits. Additional payments in respect of other types of augmentation will be payable within the timescales advised by the Scheme Actuary.

**Additional Voluntary Contributions**

This Schedule does not cover members' Additional Voluntary Contributions paid by the Member or by the Employer via salary sacrifice.

**Signed on behalf of Hewlett Packard Enterprise UK Pension Trustee Limited**

Signature:

Name: Paul Early

Date: 23 January 2020

Position: Chairman of the Trustee

Signature:

Name: Jonathan LofD

Date: 23 Jan 2020

Position: Trustee Director

**Signed on behalf of Hewlett-Packard Limited (the Employer)**

Signature:

Name: PHILIPPA ORAM.

Date: 21 Jan 2020.

Position: Director

Date of Schedule: 23 January 2020

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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**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 could have been expected on 31 October 2018 to be met by the end of the period specified in the recovery plan dated 23 January 2020.

**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 23 January 2020.

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: 23/1/20

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 Hewitt Limited

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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Certified to be a true  
copy of the original

*LINKLATERS LLP*

LINKLATERS LLP

Date: *24-01-2020*

THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN –  
DIGITAL SECTION (THE PLAN)

**SCHEDULE OF CONTRIBUTIONS FOR THE 5 YEAR PERIOD FROM THE DATE OF CERTIFICATION  
OF THIS SCHEDULE**

This Schedule of Contributions has been prepared by the Hewlett Packard Enterprise UK Pension Trustee Limited (the Trustee) to satisfy the requirements of Section 227 of the Pensions Act 2004, after obtaining the advice of David Eteen, the Scheme Actuary and after obtaining the agreement of the Employer. It covers contributions to the Plan from all employers who participate in the Plan from time to time.

For the avoidance of doubt, any employer may pay any amount of contributions, so long as the total amount paid equals or exceeds the total amount calculated according to this Schedule. Furthermore, this Schedule sets out the minimum payable and the employers may agree with the Trustees to pay a greater amount. In addition, in no event shall this Schedule of Contributions supersede the requirements of the Hewlett-Packard Limited Retirement Benefits Plan Funding Agreement for Digital Section and Hewlett-Packard Section dated 27 April 2012 as amended between the Trustee and Hewlett-Packard Limited.

Since the date of the latest actuarial valuation which was carried out as at 31 October 2018, the Employer paid £3,800,000 into the Plan in April 2019.

**Ongoing Funding Obligation Contributions**

In respect of amortisation of deficit, future accrual of benefits and the expected expenses of administering the Plan, the participating employers are not required to pay any further contributions

**Salary Sacrifice Funding Obligation Contributions**

In respect of Salary Sacrifice Members, the participating employers will contribute:

- 14% of Pensionable Salary for each member who has elected the basic contribution level
- 11% of Pensionable Salary for each member who has elected the middle contribution level
- 8% of Pensionable Salary for each member who has elected the lower contribution level
- 5% of Pensionable Salary for each member who has elected the tier 4 contribution level
- 2 % of Pensionable Salary for each member who has elected the tier 5 contribution level

The participating employers will pay an additional 2.5% of Pensionable Salary in respect of each 5% LPI Member.

These Salary Sacrifice Funding Obligation Contributions are payable for so long as the Employer is operating a salary sacrifice arrangement and are payable even if the Ongoing Funding Obligation Contributions set out above are zero.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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**Member Ordinary Contributions**

Members who have elected not to be Salary Sacrifice Members will contribute:

- 14% of Pensionable Salary if they have elected the basic contribution level
- 11% of Pensionable Salary if they have elected the middle contribution level
- 8% of Pensionable Salary if they have elected the lower contribution level
- 5% of Pensionable Salary if they have elected the tier 4 contribution level
- 2% of Pensionable Salary if they have elected the tier 5 contribution level

5% LPI Members will pay an additional 2.5% of Pensionable Salary.

Salary Sacrifice Members are not required to contribute to the Plan.

**Pensionable Salary**

Pensionable Salary is the annual basic salary on 1 July each year, less an amount equal to 1.5 times the Basic State Pension for a single person at that date.

**Timing of Payment of Salary Sacrifice Funding Obligation Contributions and Member Ordinary Contributions**

The employers will ensure that the Trustee receives Salary Sacrifice Funding Obligation Contributions and Member Ordinary Contributions within 19 days of the end of the calendar month to which the contributions relate. The date of receipt will be taken as the date on which the contributions are credited to the Trustee bank account.

**Special Employer Contributions to cover Augmentations**

The employers may pay additional contributions in accordance with General Rule 7.3 to cover the costs of benefit augmentations. Contributions in respect of severance money will be payable within 60 days of the date a member becomes entitled to the increased or additional benefits. Additional payments in respect of other types of augmentation will be payable within the timescales advised by the Scheme Actuary.

**Additional Voluntary Contributions**

This Schedule does not cover members' Money Purchase AVCs or Additional Final Salary AVCs paid by the Member or by the Employer via salary sacrifice.

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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**Signed on behalf of Hewlett Packard Enterprise UK Pension Trustee Limited**

Signature:

Name: Paul Early

Date: 23 January 2020

Position: Chairman of the Trustee

Signature:

Name: JONATHAN LORD

Date: 23 JAN 2020

Position: Trustee director

**Signed on behalf of Hewlett-Packard Limited (the Employer)**

Signature:

Name: PHILIPPA ORAM

Date: 21 Jan 2020

Position: Director

*Note: Hewlett-Packard Limited has been nominated as the participating employers' representative for this purpose.*

Date of Schedule: 23 January 2020

**THE HEWLETT-PACKARD LIMITED RETIREMENT BENEFITS PLAN  
ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 OCTOBER 2021**

**ACTUARIAL CERTIFICATION OF THE SCHEDULE OF CONTRIBUTIONS**

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**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 could have been expected on 31 October 2018 to be met by the end of the period specified in the recovery plan dated 23 January 2020.

**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 23 January 2020.

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:

23/1/20

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 Hewitt Limited