

Hewlett-Packard Limited Retirement Benefits Plan

Annual Engagement Policy Implementation Statement

Introduction

This statement sets out how, and the extent to which, the Engagement Policy and policy in relation to the exercise of rights (including voting rights) in the Statement of Investment Principles (the "SIP") produced by the Trustee of the Hewlett-Packard Limited Retirement Benefits Plan (the "Plan") has been followed during the year to 31 October 2025. 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.

The Plan's Additional Voluntary Contribution (AVC) arrangements are not considered in this statement as they are not considered to be material in the context of the Fund's investments.

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 outlined 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 every 3 years, but in practice this is expected to be done more frequently.

The SIP was most recently reviewed in March 2025 and a copy can be found here:

[Statement of Investment Principles - Hewlett-Packard Limited Retirement Benefits Plan](#)

Compliance with this Statement

During the 12 months to 31 October 2025, the Plan made a number of changes to its portfolio:

- The M&G Secured Lease Income Fund (SLIF) and Secured Property Income Fund (SPIF) were held for part of the year while the redemption request was being processed. The Plan was fully divested from the SLIF in January 2025 and from the SPIF in August 2025.
- A new investment in the Allianz Working Capital Fund was made during the period.

Over the 12 months to 31 October 2025 the Plan held 'synthetic' exposure to equity markets, which is achieved via Total Return Swaps (TRS) on the MSCI All Country World Index. As the Plan does not directly (via a segregated equity mandate) or indirectly (via a pooled equity mandate) hold shares in individual companies, it does not have voting rights in relation to this equity market exposure.

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 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, and do not apply for synthetic equity. The Plan's investment managers provided the following responses in relation to voting and engagement:

- **Allianz Global Investors ("Allianz")** is a signatory of the 2020 UK Stewardship Code. Allianz has limited negotiating power or voting rights over the companies in its portfolio, as the positions within the Allianz fund are relatively small compared to the market capitalisation of these companies. As the fund in which the Plan invests is an SFDR Article 6 fund, Allianz does not actively engage with these companies regarding their sustainability targets. Instead, Allianz regularly monitors sustainability metrics through third-party providers. Given the nature of the assets in the fund (very short dated lending secured against trade receivables), Allianz does not have any significant engagement activities to report.
- **Apollo Global Management ("Apollo")** is not a signatory of the 2020 UK Stewardship Code. Apollo's credit team identifies and addresses ESG risks and opportunities through its engagement with issuers. Once an investment is made, if the context warrants, material risks and opportunities are monitored as appropriate concurrently with periodic reviews of the credit position. To stay abreast of relevant developments, investment teams may also monitor public issuer filings and media reports, attend industry conferences, and/or review actual or estimated ESG data and research provided by internal teams or third-party vendors. The Company leverages its credit risk assessment processes to identify where ESG factors may present a significant risk to an entity's long-term financial performance or reputation. In cases where risks or potential opportunities are identified, investment teams, in collaboration with the dedicated ESG Credit Team, may raise the relevant issue(s) directly and with an issuer's management team or board of directors with the goal of driving value creation or meeting stakeholder needs.

Where Apollo investment teams have engaged with an entity on a particular issue, Apollo evaluates the entity's response concurrently with ongoing monitoring of that entity. In cases where stewardship efforts prove unsuccessful in addressing risk that can have a material impact on investment performance, Apollo may decide to decrease position size or divest to meet its fund and/or strategy requirements.

Engagement example: Apollo engaged with Peloton Interactive, Inc. across a range of financially material sustainability topics.

Apollo was able to establish that the company has formed a product safety committee to enhance product quality, and runs refurbishment and rental programs to reach more customers with higher margins. Most of its carbon emissions (>80%) come from

indirect (Scope 3) emissions in its value chain. To reduce these, the company is optimising logistics, supporting refurbished product offerings, enabling secondary market sales, and improving repair services to extend product life. For waste management, suppliers are required to minimise waste and comply with regulations, with the company achieving a 70% landfill diversion rate at its largest distribution centre. It is also working to reduce plastic packaging and increase recycled content, aiming to launch packaging with recycled materials in 2025. To prevent child and forced labour, the company enforces a Supplier Code of Conduct, conducts site inspections, and publishes an annual modern slavery statement.

- **Goldman Sachs Asset Management (“GSAM”)** is a signatory of the 2020 UK Stewardship Code. GS Asset Management Private Credit defines engagement as a best effort to proactively communicate with an entity to accomplish a defined set of objectives, including but not limited to, encouraging improved performance and/or change on a particular topic, metric, or benchmark or inquiring about a specific risk which may impact the performance of the entity financially, reputationally, operationally or otherwise. Beyond this definition, the private credit teams’ engagement efforts with borrowers allow the team to regularly communicate with sponsors and/or borrower management teams on indicators relevant to credit quality and, when relevant, to share and assist with best practices relating to ESG.

Engagement example: GSAM engaged with a portfolio company as part of the annual monitoring process for a fund that promotes environmental and social characteristics, the team sought to evaluate the company's ESG performance and progress on its sustainability goals. In 2024, the private credit team engaged with the company to request additional information on its ESG performance to supplement data from the standard monitoring process. This allowed the team to better evaluate the sustainability improvements achieved since the initial investment, including the implementation of programmatic mitigants for ESG risks across its operations, such as using renewable energy and other greenhouse gas emission reduction efforts.

The engagement provided a deeper understanding of the company's progress. As a result, the private credit team re-assessed the company's ESG performance using a proprietary scorecard and found that its progress resulted in an improved ESG score. The team will continue to monitor the company's progress against its goals on a periodic basis.

- **Insight Investment (“Insight”)** is a signatory of the 2020 UK Stewardship Code. Financial materiality has always been at the core of why Insight has engaged with institutions. Insight assesses, identifies and takes responsibility for managing factors it deems to be financially material (including, but not limited to, sustainability and governance factors) whilst also reflecting client sustainability preferences. Financially material sustainability risks can be ‘direct’ in that they are identifiable, can be more straightforward to quantify, and typically occur over the nearer term, such as pollution fines or product safety issues. They can also be ‘indirect’ and may have multiple pathways to financial relevance; quantification is more complex as they typically stem from broader issues that impact the whole economy over the long term. Examples are extreme heat and water scarcity.

For issues that are direct and can be described in quantitative, financial terms, it is typically straightforward to define whether to engage and the objective of engagement. For issues that are indirect, Insight first seek to better understand the issue. Where relevant, they may seek to engage to encourage actions that create long-term value and/or reduce the uncertainty of meeting client outcomes.

Engagement example (Asset Backed Securities): Insight engaged with Driver and VCL, both large issuers from Volkswagen, who issue debt in both the sterling and Euro ABS markets. Volkswagen is also a significant issuer in the Electric Vehicle space and has been impacted by the UK commissions' actions which bring significant changes for electric vehicle owners. This engagement was the initial contact following their return to the sterling market.

The engagement occurred in September 2025, ahead of a new issuance and following increased clarity surrounding the UK commissions. Although associated with a new issue roadshow, the engagement specifically focused on the impact of the Johnson vs FirstRand ruling* and its effect on Driver's underwriting processes, governance structures, and ongoing servicing.

** In the August 2025 decision of Johnson v FirstRand Bank Ltd, the UK Supreme Court determined that undisclosed commissions in car finance agreements constituted an "unfair relationship". This ruling marked a significant change in the motor finance sector and has led the FCA to contemplate implementing a redress scheme.*

No material implications from a Social or Governance perspective were identified at this time, but Insight will continue to monitor developments as new issuances come to market.

Engagement example (Buy and Maintain Credit): In Q3 2025, Insight engaged with Westpac Banking Corp, one of Australia's largest banks, which has faced multiple customer financial protection controversies and compliance issues. Despite not responding to Insight's 2024 sustainability questionnaire, Westpac engaged to discuss these matters and its decarbonisation strategy. The bank acknowledged past misconduct, including a significant fine for overcharging customers, and has taken corrective actions such as automating pricing and adopting an updated Banking Code of Practice. Westpac has set ambitious decarbonisation targets and fossil fuel exclusions but currently does not report facilitated emissions, which Insight recommends including. While Westpac has improved, its history and ESG scores indicate the need for continued monitoring and enhanced customer protection training.

- **JP Morgan Asset Management ("JP Morgan")** is a signatory of the 2020 UK Stewardship Code. Governance is fundamental to the Infrastructure Investment Fund's (IIF) asset management approach. The IIF targets majority and control positions to enable the implementation of its business plans and other strategic initiatives via a disciplined and active asset management approach. Through its control position, the IIF actively engages with the underlying portfolio companies and management teams with regards to ESG matters. Each portfolio company customises a comprehensive ESG framework crafted by the IIF team with specific goals and objectives, training sessions, monitoring procedures, and practical implementation of best practices. The IIF endeavors to align management teams with ESG objectives through compensation structures.

In addition, ESG is a Board agenda item and updates are given at each board meeting, including benchmarking results. Further, each year IIF's portfolio companies participate in the Global Real Estate Sustainability Benchmark ("GRESB") assessment which benchmarks each company's ESG practices against industry standards and provides insights into areas of strength and areas of improvement.

Engagement example: JP Morgan engaged with El Paso Electric ("EPE"), a vertically integrated electric utility serving over 450,000 residential, commercial, industrial, public authority and wholesale customers in Texas and New Mexico. IIF is a 100% owner of

the entity since July 2020. Through IIF's majority ownership, asset management and governance structure, the team worked directly with EPE.

In 2024, EPE celebrated the groundbreaking of Felina, its new 150 megawatt ("MW") solar panel facility. Felina represents an advancement in its renewable energy efforts.

This project will allocate 50 MW for EPE's Texas Business Community Solar Program, a voluntary programme where customers can choose to receive a portion of their power from one of EPE's large scale solar facilities located in El Paso. The programme provides solar energy solutions to mid-to-large commercial, industrial, educational and non-military government customers. More broadly, this project will generate 150 MW of power using around 340,000 solar panels, has the capacity to produce 450,000 MWh every year and will create 250 to 300 full-time jobs during its construction phase. IIF's asset management alongside the EPE management team will continue to implement investing in renewables and meeting EPE's decarbonisation goals.

- **M&G Investments ("M&G")** is a signatory of the 2020 UK Stewardship Code. M&G's engagement process aims to achieve specific objectives, which will vary according to the invested asset, depending on the reason for which M&G is engaging. For the Real Estate Debt Fund ("REDF"), M&G stresses the importance of assessing ESG and improving ESG outcomes but notes that as a debt holder it does not have the same level of control as an equity holder. SPIF and SLIF are both property funds, investing in individual or portfolios of properties let to tenants on long leases. M&G therefore engages with tenants in its capacity as landlord (rather than shareholder or bondholder). M&G has no direct capacity to influence tenants' corporate strategy on ESG, but is in regular direct contact about the properties tenants occupy.

Engagement example (REDF): As part of M&G's loan negotiations with the sponsor of one of the loans in the fund, a condition was included requiring the borrower to provide an ESG strategy paper to the lenders. The intention was to detail the key ESG priorities for the underlying property throughout the loan term.

The sponsor agreed to this condition, and in 2022, M&G received the ESG strategy paper. This document identified several priorities aimed at improving the environmental performance of the property. Following this, ongoing discussions were held with the sponsor to ensure that the identified ESG workstreams were actively pursued.

By the end of 2023, the sponsor had implemented a range of measures designed to enhance energy efficiency, water usage, and waste management practices. Moving into 2025, informal conversations took place with the sponsor regarding various ESG initiatives. During 2025, the sponsor completed refurbishment works on one of the floors at the property (a retail centre), which included improvements to both energy and water efficiency.

Engagement example (SPIF): M&G engages with Amazon, its tenant, on ESG matters every six months or as required, focusing on Amazon's commitment to achieving net zero across its businesses by 2040. Amazon's approach to environmental and social issues has been discussed with the SPIF and ESG teams. At the time of asset acquisition, a net zero report was commissioned. M&G and Amazon originally planned to work jointly with the tenant during 2023 and 2024 to understand when environmental improvements could be incorporated into the building. Discussions have included the provision of energy data to support Global Real Estate Sustainability Benchmark (GRESB) submissions. GRESB data for 2024 and 2025 submissions will be provided subject to NDA. A meeting held in April 2025 focused on exploring potential opportunities to incorporate environmental improvements in the

proposed works for the building due in the second half of 2025. The original intention was to complete Building Research Establishment Environmental Assessment Methodology (BREEAM) in-use certification following the completion of these works. However, due to delays in potential building occupation, discussions regarding environmental options are currently on hold.

Engagement example (SLIF): M&G engages with Swansea University on ESG matters every six months or as required, aligned with the university's Sustainability & Climate Emergency Strategy 2021–2025, which defines sustainability policy and commits to achieving net zero Scope 1 and 2 carbon emissions by 2035 (with at least a 50% reduction by 2030) and net zero across Scope 3 by 2055. A meeting was held with the sustainability team to discuss ongoing improvements identified to enhance the energy efficiency of buildings associated with SLIF. M&G reviewed work which included the costs associated with delivering a Net Zero-ready university building. Funding has been provided to support the construction phase and preparation of a Net Zero report for 2025, with both workstreams scheduled for completion in the first half of 2025. Discussions are ongoing regarding further collaboration and mutual goals.

- **PIMCO** is a signatory of the 2020 UK Stewardship Code. PIMCO's credit research and ESG analysts regularly engage with the executives and senior representatives of corporate, sovereign, and quasi-sovereign entities to encourage balance sheet management and discuss bond issuance where applicable. Routine engagement also serves to provide additional data points on management quality and governance assessments.

In the case where PIMCO believes sustainability topics are material to general corporate purpose bond issuance, or the company is interested in issuing an ESG-labelled bond, PIMCO's ESG and credit research analysts work together to advise on ideal structures, recommend the most applicable features to the business model, and communicate criteria it hopes to see in a bond framework. At PIMCO, the purpose of its engagement is to gain investment insights and pursue outcomes aimed at reducing risks or capitalising on opportunities. PIMCO prioritises issuers across the platform where it has meaningful financial and ESG risk exposure, focusing on what PIMCO believes to be material topics.

Engagement example: PIMCO has been actively engaging with National Grid Plc, the owner of the regulated electricity transmission grid in England and Wales, since 2020 through both bilateral and multilateral channels. National Grid is recognised as a leader in environmental risk management and climate commitments among regulated entities.

During the engagement, PIMCO inquired about National Grid's green financing and bond alignment outlook. The issuer anticipates UK green bond issuance to be the primary focus in 100% alignment with the EU taxonomy, with an even split expected between electric and gas assets in the US. National Grid emphasises leak and line loss prevention, supported by capital expenditures on upgrades that facilitate decarbonisation. The company supports differentiated approaches to decarbonisation targets between the UK and the US.

Additionally, National Grid has reviewed the 2024 Taskforce on Nature-related Financial Disclosures (TNFD) framework. Their current focus is on restoration efforts in the UK and preservation initiatives in the US.

Progress to date includes aims to increase green bond issuance in the UK with full EU taxonomy alignment and a commitment to advancing climate adaptation and nature

preservation globally, going beyond regulatory requirements. Moving forward, PIMCO will continue to monitor National Grid's progress in decarbonisation and nature-related initiatives and follow up as necessary to ensure ongoing alignment with climate adaptation goals and regulatory expectations.

The Plan's investment performance is reviewed by the Trustee on a quarterly basis – this includes ratings from the investment adviser which include consideration of the extent to which the investment managers integrate financially material ESG considerations into their investment decision making processes. The investment performance report includes how each investment manager is delivering against their specific mandates.

Voting Activity

The Trustee did not hold any physical equity holdings during the 12 months to 31 October 2025. As such, the Trustee has not included any voting information in this statement. The Trustee does not have any voting rights with respect to the Insight Synthetic Equity mandate due to the nature of the holding. The Trustee did not use the direct services of a proxy voter over the year.

The DWP released a set of Engagement Policy Implementation Statement requirements on 17 June 2022, "Reporting on Stewardship and Other Topics through the Statement of Investment Principles and the Implementation Statement: Statutory and Non-Statutory Guidance" to be adopted in all Engagement Policy Implementation Statements for schemes with years on or after 1 October 2022. The most material change was that the Statutory Guidance provides an update on what constitutes a "significant vote".

The Trustee considers a significant vote to be one that relates to climate change or diversity and inclusion, and where the Plan's investment in the holding company constitutes more than 0.5% of the HP or Digital Section's value as at the date of the vote. The Trustee will keep this definition under review based on emerging themes arising from internal discussions and peers in the wider industry. The Trustee did not inform managers of what it considered to be the most significant votes in advance of voting.

The Trustee is comfortable that its policies on engagement and exercising voting rights (where applicable) have been followed during the Plan year.