

HP Inc Danmark ApS

Engholm Parkvej 8, Denmark-3450, Allerød
Business Registration number: 36497718

Annual Report for the period 1 November 2018 - 31 October 2019

The Annual Report was presented and adopted at the Annual General Meeting
on **6 March, 2020**

Chairman of the General Meeting



Heli Marketta Aaltonen

Contents	<u>Page</u>
Entity Details	1
Management's Statement	2
Independent Auditor's Report	3
Management Commentary	6
Sustainability Report	9
Income Statement 2018/19	17
Balance Sheet as at 31 October 2019	18
Statement of Changes in Equity	21
Notes	22
Accounting Policies	26

Pursuant to the resolution passed by shareholders, this annual report has been prepared only in English

English decimal notation and digit grouping system has been used in the preparation of this annual report

Entity Details

Entity

HP Inc Danmark ApS
Engholm Parkvej 8
3450 Allerød

Business Registration No: 36497718
Registered in : Allerød
Financial Year : 1 November 2018 - 31 October 2019

Board of Directors

Heli Marketta Aaltonen, Chairman
Renee Mulqueeney (resigned w.e.f. 1st Nov 2019)
Anne-Sophie Hadberg (Joined w.e.f. 1st Nov 2019)
Peter Møller Kristensen

Executive Board

Peter Møller Kristensen

Entity Auditors

Ernst & Young
Godkendt Revisionspartnerselskab
Dirch Passer Allé 36
2000 Frederiksberg

Statement by the Management on the Annual Report

Today the Board of Directors and the Executive Board have discussed and approved the annual report of HP Inc Danmark ApS for the financial year 1 November 2018 to 31 October 2019.

The annual report has been prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 October 2019 and of the results of Company's operations for the financial year 1 November 2018 to 31 October 2019.

Further, in our opinion, the Management's review gives a fair review of the development in the Company's operations and financial matters and the results of the Company's operations and financial position.

We recommend that the annual report be approved at the annual general meeting.

Allerød, 6 March 2020

Executive Board

Peter Kristensen

Peter Møller Kristensen
Managing Director

Board of Directors



Heli Marketta Aaltonen
Chairman



Anne-Sophie Hadberg

Peter Kristensen

Peter Møller Kristensen

Independent Auditor's Report

To the shareholder of HP Inc Danmark ApS

Opinion

We have audited the financial statements of HP Inc Danmark ApS for the financial year 1 November 2018 to 31 October 2019, which comprise income statement, balance sheet, statement of changes in equity and notes, including accounting policies. The financial statements are prepared in accordance with the Danish Financial Statements Act.

In our opinion, the financial statements give a true and fair view of the financial position of the Company at 31 October 2019 and of the results of the Company's operations for the financial year 1 November 2018 to 31 October 2019 in accordance with the Danish Financial Statements Act.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and additional requirements applicable in Denmark. Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) and additional requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these rules and requirements.

Management's responsibilities for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the Danish Financial Statements Act and for such internal control as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting in preparing the financial statements unless Management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Independent Auditor's Report

As part of an audit conducted in accordance with ISAs and additional requirements applicable in Denmark, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and contents of the financial statements, including the note disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Statement on the Management's review

Management is responsible for the Management's review.

Our opinion on the financial statements does not cover the Management's review, and we do not express any form of assurance conclusion thereon.

Independent Auditor's Report

In connection with our audit of the financial statements, our responsibility is to read the Management's review and, in doing so, consider whether the Management's review is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether the Management's review provides the information required under the Danish Financial Statements Act.

Based on the work we have performed, we conclude that the Management's review is in accordance with the financial statements and has been prepared in accordance with the requirements of the Danish Financial Statement Act. We did not identify any material misstatement of the Management's review.

Copenhagen, 6 March 2020

ERNST & YOUNG

Godkendt Revisionspartnerselskab
CVR no. 30700228



Alex Petersen

State Authorised Public Accountant
mne28604

Management Commentary

Financial Highlights	2018/19 DKK '000	2017/18 DKK '000	2016/17 DKK '000	2015/16 DKK '000	2015 DKK '000 (3 months)
Key figures					
Revenue	1,966,457	1,717,739	1,747,905	1,482,104	354,530
Gross profit/loss	104,652	102,839	88,066	77,475	12,157
Operating profit/loss	26,470	30,149	30,793	13,603	(2,550)
Net financial income/expenses	(584)	(5,805)	(17,930)	(2,654)	1,683
Profit/loss for the year	19,912	18,642	9,731	10,257	(872)
Total assets	693,829	559,052	551,776	498,674	440,690
Investment in property, plant and equipment	11,004	3,269	203	817	191
Equity	205,689	185,777	167,135	157,404	147,147
Average Number of employees	78	72	61	63	61
Ratios					
Return on equity (%)	10.2	10.6	6.0	6.7	(1.2)
Solvency ratio (%)	29.6	33.2	30.3	31.6	33.4
Return on assets ratio (%)	3.8	5.4	5.6	2.7	(0.6)

Note:

Financial ratios are calculated in accordance with recommendations of the Danish Financial Society.

Ratio	Calculation formula
<i>Return on equity (%)</i>	$\frac{\text{Profit/ loss after tax for the year} \times 100}{\text{Average equity}}$
<i>Solvency ratio (%)</i>	$\frac{\text{Equity} \times 100}{\text{Total assets}}$
<i>Return on assets ratio (%)</i>	$\frac{\text{Profit before net financial income/ expenses} \times 100}{\text{Total assets}}$

Ratios reflect

Return on equity

The entity's return on capital invested in the entity by the owners.

Solvency ratio

The financial strength of the entity.

Return on assets ratio

The efficiency of the entity to use its assets to generate earnings.

Management Commentary

Primary activities

HP Inc Danmark ApS (the Company or HP) is a wholly owned subsidiary of Alpha Holding Two B.V. and thereby a part of HP Inc, one of the largest IT companies in the world. HP Inc has reported a net revenue of USD 58.8 billion for the latest financial year.

The Company imports, markets and sells a broad range of IT products, solutions and services for enterprises, public institutions and consumers in the Danish and Icelandic markets. These IT products include a full range of printing and personal system solutions, including inkjet and laser jet printers, 3D printers, large format printers, graphic printing solutions, scanners, multifunction products, consumables, desktops, laptops, tablets, monitors, terminal solutions and thin clients.

Development in activities and economic conditions

The revenue for the period from 1 November 2018 to 31 October 2019 was TDKK 1,966,457. The income statement of the Company for 2019 shows a profit of TDKK 19,912 and at 31 October 2019 the balance sheet of the Company shows equity of TDKK 205,689.

The Danish economy showed strong market sentiment in the Personal Systems (PS) Commercial segment and a decline year over year on the PS Consumer side. The Company managed to gain market share in both segments in fiscal year 2019 and resulted in strong growth in company's net revenue

There was an overall decline in the print market but the Company gained market share in both the ink and toner hardware business.

Outlook

The Company expects to further grow market share in personal systems in the fiscal year 2020.

The Company foresees market trend of everything-as-a-service, where in personal systems and printing devices are offered as services. Observing these trends, the Company sees growth in this sector. Also, 3D printing is considered an area of growth.

Particular risks

The Company's revenue and earnings are vulnerable to general economic developments in Denmark and in Iceland.

The competitors' market activities also affect the Company's results. The Company competes on brand, technology, performance, price, quality, reliability, customer relations, distribution, security, cost structure, price structure and availability. If the Company's products, solutions and services are unable to compete successfully on these parameters, its results will suffer. Fluctuations in the US dollar rate may also affect revenue and earnings.

The Company relies on HP group's continuous development and manufacture of the products demanded by the Danish market. Finally, the Company's supply capability may be impacted by industry insufficient production capacity.

Management Commentary

Employee care

Retention of good employees and attracting new talents is very important for the Company and it is crucial for the Company's ability to be the best partner for end customers and resellers.

The Company achieved high scores in employee engagement in yearly employee survey 2019. This is a result of the strong HP culture and the continuous local focus that the Company has on staying an attractive workplace.

Events after the balance sheet date

No events materially affecting the assessment of the Annual Report have occurred after the balance sheet date.

Management Commentary

Sustainability Report

For the period 2018-11-01 to 2019-10-31*

*data for put on market volumes for calculation of producer responsibility for electronics, and batteries covers full calendar year 2019.

In accordance with Danish Financial Statement Act section 99a, this is the report of important non-financial and diversity related topics of HP Inc Danmark ApS documenting the sustainability efforts of the company.

CONTENT:

Business model – Personal Systems, Printing, 3D printing solutions

Sustainability – Planet, People, Community

Looking ahead

Annexure- HP Sustainable Impact and Human Rights Policy

Business model

HP Inc Danmark ApS is a part of HP Inc, one of the largest IT companies in the world with headquarters in Palo Alto, United States.

The Company imports, markets, sells and services a broad range of IT products, solutions and services for enterprises, public institutions and private customers.

The Company has its sales offices in Allerød. HP cooperates with approximately 800 partners and distributors around the country. The number of permanent employees is approx. 78.

HP's operations are divided into three business areas: Personal Systems, Printing and 3D Printing.

Printing

The products in this area range from small home printers to large machines for companies that print large wall coverings and outdoor banners along with supplies for these products, e.g. ink and paper. HP also offers software solutions relating to security, workflow, and mobile printing and management capabilities.

3D Printing Solution

The HP Jet Fusion 3D Printing Solution offers design, prototyping and final parts manufacturing capabilities and aims at simplified workflow and reduced cost.

Sustainability

Sustainability has been integral to HP Inc's business from the start, and CSR (Corporate Social Responsibility) was among the seven core values already in the 1950's. HP Inc operates on a global basis and communicates the programs and progress for these in a yearly Sustainable Impact report. The aggregated operations and product and services related sustainability data from subsidiaries companies are included. Sustainability goals are set and tracked on a global level, as described on www.hp.com/go/sustainability.

Management Commentary

Sustainability Report

An overview of policies that govern HP's work, 'HP Sustainable Impact and Human Rights Policy', can be found last in this document, and at <https://www8.hp.com/h20195/v2/getpdf.aspx/c05075378.pdf>

Related to sustainability, we have identified a few trends that affect society, and our business as a part of society. These relate to the risk and opportunities for HP as an organization. These are:

- Climate change
- Resources depletion
- Plastics in the oceans
- Human rights

HP Inc's Board of Directors' Nominating, Governance, and Social Responsibility (NGSR) committee is responsible for overseeing HP's sustainability initiatives, and may review, assess, report, and provide guidance to management and the board regarding HP's policies and programs relating to sustainability issues, including climate change.

In the next sections on People-Planet-Community, we will elaborate on the associated risks.

The framework we use to address megatrends resulting in risks and opportunities is based on three pillars:

Planet - Grow our business, not our footprint- and support our customers to do the same.

People – Champion dignity, respect and empowerment for all people with whom we work.

Community – Catalyze positive change in communities where we live, work and do business.

Our commitment to integrity, fairness, transparency, and accountability enables our Sustainable Impact. HP Inc's vision is to create technology that makes life better for everyone, everywhere.



Management Commentary

Sustainability Report

Planet

One way to get an overview of environmental impact is estimate the climate footprint of our organization's own impact as well as over the full life cycle from material extraction to use of products and services to the activities to close the circle in form of re-use and recycling.

Climate change presents a broad range of risks and opportunities for HP. We follow structured processes to identify and assess those items and have developed programs to address those across our value chain.

HP has adopted several business processes to addressing climate-related impacts. These can be divided into; enterprise risk management, business continuity planning (BCP), product standards and regulations tracking/engagement.

Business processes for addressing climate-related impacts

Identification and assessment ¹	Key risks and opportunities	Management
Enterprise risk management	Risks	
	Transition risks in technology and markets (e.g. product eco-label certifications to meet customer requirements/preferences)	Design for Sustainability program Eco-label certifications
Business continuity planning (BCP)	Transition risks in regulations (e.g., impact of current or potential product energy efficiency regulations or standards as well as carbon and energy taxes)	Regulations tracking and assessment Policy engagement
	Acute physical risks (e.g., impact of extreme weather-related events on HP and supplier operations and transportation infrastructure/networks)	HP Global Resiliency and BCP HP supply chain visualization tool
Product standards and regulations tracking/engagement	Chronic physical risks (e.g., impact of rising sea levels and mean temperatures on HP and supplier facilities, energy consumption, water availability, and workforce productivity)	LEED building standards Water risk assessments Supplier environmental requirements
	Opportunities	
Megatrends	Business resilience (e.g., increase energy efficiency and use of renewable energy in HP and supplier operations)	Operations energy use, GHG emissions reduction, and sustainability programs/investments Supplier Strategic Energy Management Program and Energy Efficiency Program
Materiality assessment	Low-carbon/circular product and service innovation (e.g., service-based business models, closed-loop materials use)	Research and development Design for Sustainability Products and solutions portfolio
	Access to new markets (e.g., manufacturing with 3D printing; publishing and packaging with digital printing)	Research and development Products and solutions portfolio

HP Inc was first in industry to publish a carbon footprint covering the full lifecycle. It has been made possible since we are in close cooperation with our suppliers on sustainability topics as well as other business topics. The overall global carbon footprint has for the past few years been around 40-44,000,000 CO₂e. About 1% of this pertains to HP Inc's own operations, including travels and heating/cooling of offices.

HP Inc Denmark ApS's contribution is very limited since the local activities are mainly sales operations and some services. HP Inc Denmark ApS has about 78 employees in 2019, out of about 50,000 employees globally.

Management Commentary

Sustainability Report

To mention some data relevant to HP's national activities during fiscal year 2019:

- Energy use at office: 155 000 kWh of electricity and 364 MMBtu natural gas (equals about 107 kWh) was used in fiscal year 2019
- Company cars, 11 , with carbon emissions 168 g CO2 eqv/km

Producer responsibility is an environmental legal requirement that HP Inc Danmark ApS handles via the membership in ERP Danmark. They manage the producer responsibility for electronics and batteries.

During calendar year 2019, the company has put approximately 3,800 tons electronics and batteries per year on the Danish market.

Take back and responsible recycling has been financed according to HP Inc Danmark ApS national market share via membership in ERP Danmark.

Contrary to other Nordic countries there is currently no legal obligation in Denmark for take back and responsible handling of packaging material related to HP Inc Danmark ApS's business, however HP Inc Danmark ApS follows the development to be ready to comply.

In addition to free take back of products from consumers handled via ERP, HP offers a free take back system for ink and toner cartridges via the Planet Partner Program. The program exists in 76 countries including Denmark. This program enables HP Inc to include recycled plastics in new toner and ink cartridges, a closed loop plastic recycling without degrading the value of the plastic. For example, more than 80% of HP ink cartridges and 100% of HP LaserJet toner cartridges contain recycled plastics. The ink cartridges for the Western Europe market contains 44-72% recycled plastics where some of it comes from the closed loop system.

To help tackle the sustainability risk with ocean bound plastics as well as resource depletion, we have expanded the programs for sourcing and use of recycled material.

In 2016, HP launched an ambitious program in Haiti to help tackle the growing challenge of ocean-bound plastics. In partnership with the First Mile Coalition and our supplier partners, we have now built a fully functioning ocean-bound plastics supply chain. Through March 2019, we have collected more than 25 million plastic bottles to be upcycled into HP print cartridges and hardware products — which is approximately 716,000 pounds (325 tonnes) of plastic material that might otherwise have washed into the Caribbean Sea. Through this initiative, we have opened a new market opportunity, providing a steady revenue stream for local collectors, enabling safer working conditions, and local educational opportunities.

As a new company goal set out in 2019, we have planned to use minimum 30% recycled plastics in our products by 2025. To reach this, several activities were started. In 2019 we launched a display and a notebook which contains ocean-bound recycled plastics, in addition to including those in cartridges.

HP Inc's products, materials, manufacturing, transport and use, account for about 98% of our carbon footprint. Sustainable design is a key to reduce these impacts and we consider environmental performance throughout the design phase. We work with both the sustainability features of the products as well as when these are produced, transported, used and re-used or recycled. We are an industry leader in the use of life cycle assessment (LCA) and product carbon foot printing (PCF). We identify the processes, components, and materials with the largest environmental impacts, and target areas for improvement.

Management Commentary

Sustainability Report

HP has developed tools to manage the environmental features of the products. One of the tools is the HP General Specification for the Environment (GSE), which is a framework to restrict the substances as per regulations and market demands. Reference to former Danish restrictions for phthalates were included when relevant in the GSE, which proves that the national requirements are included in the global standard.

In Denmark, as well as in many other Northern Europe markets, eco labels and the eco declaration are important vehicles to communicate the environmental features of products to commercial and public sector procurers.

HP is committed to follow the market requirements for ecolabels in different markets including Denmark and feed these into the HP Inc's product stewardship team who decide on design requirements for global eco labels such as TCO Certified, Energy Star, EPEAT and Blue Angel. HP Inc's product stewards are often a part of the respective ecolabels' workgroups that develop the requirements.

HP Inc also has a process to understand and adopt any changes to environmental and social requirements in supply chain in legislation concerning products.

HP Inc Danmark ApS is an active member of the Danish IT Association Sustainability Council. In cooperation with the association, we provide feedback and recommendations to various Danish governmental ministries and climate partnerships with regards to procurement, regulations and legislations of sustainable IT products, business models, supply chain etc. Furthermore, we participate in public events to enhance focus of circular IT transition and economy. For example, HP facilitated the contributor presentations and moderated the discussion of future development at the event 'Sustainable IT in the Castle' in November 2019.

HP Inc Danmark ApS has a local work environment committee which meets once in a quarter to discuss matters relating to the office, employees, environment, changes, activities, sickness statistics, requests for change actions, safety rounds, psychosocial environment and other relevant topics. Participants of this committee receive relevant training in systematic work environment management. Managers having delegated work environment tasks receive training internally.

HP Inc Danmark ApS offers first aid training annually for 26% of the employees and a fire drill once every quarter for all the employees located at the office on the day of the exercise.

People

Socially and ethically responsible business is key to HP and in the scope are HP's direct employees, employees in the supply chain and upstream users of HP's products and services. We work with our suppliers to protect and empower all workers in our supply chain. We are reinventing the standard for diversity and inclusion in our industry.

HP has been a pioneer in working with sustainability in the supply chain and was one of the founders of the electronics industry common network, Electronics Industry Citizenship Coalition (EICC), now Responsible Business Alliance (RBA). In addition to the policies developed within the RBA framework, HP has some important additional policies such as foreign migrant worker standards. We request suppliers to adhere to the RBA and HP's additional standards and we have developed and implemented assessment schemes for these. All suppliers must adhere to the HP Supplier Code of Conduct. All channel partners of HP Inc Danmark ApS adhere to the HP Partner Code of Conduct that contains provisions related to sustainability.

Management Commentary

Sustainability Report

Supply Chain responsibility- Our Approach

It describes risks related to human rights in the supply chain and how to avoid and mitigate those risks.

Sensing risk

HP works to identify and characterize sources of risk and their context before taking any action to remediate potential or existing issues at any point in our supply chain. Risks are identified at a global or regional level, and at the level of individual suppliers. We accomplish this through the following avenues:

- Stakeholder engagement: HP engages with a broad range of stakeholders including workers (through interviews, surveys, capability building programs and our ethics concerns reporting system), industry bodies, governments, socially responsible investors (SRIs), and non-governmental organizations (NGOs) to research and better understand issues of concern regarding SER in our supply chain. Stakeholder engagement is a critical step towards coordinated and effective response to important human and environmental challenges.

Supplier risk profiling: We create an ongoing risk profile of our supply base which helps to determine how to most effectively deploy resources and engage suppliers.

- External data: We use information from a wide range of external sources to provide context for our supply chain responsibility program design. These sources include research, reports, and indices from industry groups and other resources.

- Performance monitoring: We measure supplier performance in order to understand issues at the supplier level and identify trends across our supplier base. We track supplier issues and trends through our assurance program, which includes both comprehensive audits using HP's Supplier Code of Conduct and focused assessments in specific high-risk areas such as use of foreign migrant workers. We also use supplier key performance indicator (KPI) monitoring, which collects data on key issues such as working hours and use of student workers.

Addressing risk

HP's risk sensing activities provide detailed information to identify and prioritize existing and emerging areas of concern in our supply chain. Our program addresses risks to workers and the environment in the following ways:

- Multi-industry collaboration: HP works with industry peers and consortia to influence industry alignment and direction, such as general sharing of best practices and more specific forms of collaboration including the evolution of the EICC Code of Conduct. We also participate in multi-industry collaboration to drive and support change beyond the IT industry.

- Remediation: Using information from sources such as audits and assessments, HP improves SER performance through activities designed to address known and potential issues at suppliers, including:

- (i) Defined corrective action plans with focused follow-up assurance activities.

- (ii) Escalated remediation for zero-tolerance findings and situations when effort beyond standard corrective action is needed.

Management Commentary

Sustainability Report

(iii) Capability building: We help suppliers improve SER performance through programs and partnerships with NGOs, training partners, governmental organizations and suppliers focusing primarily on worker empowerment and management systems development.

- Business integration: Our program relies on HP's procurement operations function to motivate and incentivize suppliers through ongoing relationships, including regular supplier business reviews and day-to-day engagement. Our procurement operations team is trained to undertake SER performance evaluation, education, and mentoring. As part of our onboarding process, the team evaluates key new suppliers against SER performance standards, which engages suppliers early and demonstrates the connection between SER and procurement. Once a supplier is selected for business, our procurement team includes HP SER requirements in business contracts with suppliers. Our SER scorecard directly ties ongoing procurement decisions to supplier SER performance and participation in capability building, ensuring SER is prioritized in business decisions. A supplier's SER score acts as a multiplier to its general supplier management score. This allows suppliers with strong SER performance greater opportunities for new or expanded business with HP, while suppliers with persistently low SER performance will have much lower overall scores and may see large reductions in our business.

As per the latest data available for HP companywide program in 2018, we have completed 117 audits and 43 other assessments of production, non-production and product transportation suppliers. During the year, 86% of production supplier audits were third-party certified RBA VAP audits (Responsible Business Alliance Validated Audit Program).

Immediate priority findings are the most serious type of supplier non-conformance and require immediate action. In 2018, we identified eight immediate priority findings, equivalent to 0.12 findings on average for each initial audit and full re-audit of production suppliers was conducted. Out of eight findings, four issues were related to charging of recruitment fees, two were related to passport and personal document withholding, and remaining two were related to fire exits. To address the issues immediately we are working with the suppliers to complete remediation to the workers and implement corrective actions to adjust their management systems.

Transparency in the supply chain is very important to many customers, both in the professional and public sector. Customers are interested to know more about ethical sourcing of resources as well as workers' rights and health and safety in the production. 70% of the recorded SCR questions or RFIs received last year in EMEA, originates in the Nordic countries.

HP Inc Danmark ApS is open for stakeholder dialogue with public sector customers on transparency in supply chain as well as other relevant topics.

HP Inc Danmark ApS moved offices in fiscal year 2019 within the same building. In this regard, ArbejdsmiljøCenteret, an external provider conducted a survey assessing the physical work environment for HP Inc Danmark ApS. No actions or recommendations were set forth in the survey by ArbejdsmiljøCenteret.

At HP, how we do things is as important as what we do. We work every day to earn the trust of our stakeholders and uphold our reputation for integrity and ethical leadership. On a yearly basis all employees follow on-line trainings for standards of business conduct as well as anti-corruption which is called 'Integrity at HP'. The program pertains not only to our conduct within the company but also towards our customers, channel partners, suppliers and competitors. The completion rate over the past years at HP Inc globally has been over 99% which was in line with the set goal. The completion rate locally in Denmark for fiscal year 2019 was 100%. At HP Inc Danmark ApS, it is important that our employees follow the law as well as our ethical standards on anti-corruption.

Management Commentary

Sustainability Report

Every year, an internal survey VIA (Voice Insight Action) is rolled out and employees are anonymously invited to participate. In HP Inc Danmark ApS, participation rate in fiscal year 2019 was 100% with an engagement score of 82%.

Report on gender distribution:

As at 31 October 2019, one out of the three Board members is a woman, thereby ensuring gender diversity on the Board. This is also in line with Company's goal to have 33.3% of the Board comprise of the underrepresented gender.

HP Inc has one of the most diverse boards in the IT industry with 45% women. Since 2015 there has been an increase of 6% of women directors and above. Overall HP Inc Danmark ApS has 32% females among the workforce and 1% females on management level. Compensation ratio at HP in Denmark is close to evenly distributed between men and females, females have 92% compared to males.

The Company follows the Global Non-Discrimination Policy which states that HP demonstrates an on-going commitment to people and to fair employment practices. HP believes that a diverse workforce helps the company realize its full potential to innovate and win in the marketplace. Recognizing and developing the talents of each individual brings new ideas to HP. The company benefits from the creativity and innovation that results when HP people who have different experiences, perspectives and cultures work together. This is what drives invention and high performance at HP. We believe a well-managed diverse workforce, aware of biases, expands HP's base of knowledge, skills and cross-cultural understanding. This allows us to create technology for everyone, everywhere making diversity and inclusion a vital part of who we are.

HP provides specific initiatives to increase level of female leaders globally as well as in Denmark such as talent programs, networks, mentoring programs, trainings for recruiting manager with increased level of diversity knowledge.

Community

Ever since the first donation of a few dollars to a local charity in Palo Alto, USA, in the 1940's and as well as an early adoption of flexible working hours HP Inc has recognized the role we can play in the communities and in our employee's work – life balance.

Looking ahead

We welcome the increased interest from the society and our business partners for sustainability and we will continue to contribute to developments in the three pillars- Planet, People, Society through our operations in Denmark.

Peter Kristensen

Peter Møller Kristensen

Managing Director
HP Inc Danmark ApS

Annexure

HP Sustainable Impact and Human Rights Policy
<https://www8.hp.com/h20195/v2/getpdf.aspx/c05075378.pdf>

Income Statement for November 2018 to 31 October 2019

	Notes	2018/19 DKK '000	2017/18 DKK '000
<i>Net revenue</i>	1	1,966,457	1,717,739
<i>Cost of sales</i>		(1,828,472)	(1,583,291)
<i>Other external expenses</i>	2	(33,333)	(31,609)
Gross Profit/ (Loss)		104,652	102,839
<i>Staff costs</i>	3	(76,455)	(72,248)
<i>Depreciation, amortization and impairment losses</i>	4	(1,728)	(442)
Operating Profit/ (Loss)		26,470	30,149
<i>Financial income</i>	5	200	862
<i>Financial expenses</i>	6	(784)	(6,666)
Profit/ (Loss) before tax		25,886	24,345
<i>Tax for the year</i>	7	(5,974)	(5,703)
Net Profit/ (Loss) for the year		19,912	18,642

Balance Sheet at 31 October 2019

Assets

	Notes	2018/19 DKK '000	2017/18 DKK '000
	<u> </u>	<u> </u>	<u> </u>
<i>Fixtures, fittings, tools and equipment</i>		7,018	1,337
<i>Leasehold improvements</i>		5,346	-
<i>Tangible assets under construction</i>		459	2,264
Property, plant and equipment	8	<u>12,823</u>	<u>3,601</u>
Fixed Assets		<u>12,823</u>	<u>3,601</u>
<i>Goods for resale</i>		34,437	10,105
Inventories		<u>34,437</u>	<u>10,105</u>
<i>Trade receivables</i>		99,559	71,528
<i>Receivables from group enterprises</i>		535,646	468,130
<i>Deferred tax asset</i>	9	5,455	3,307
<i>Other receivables</i>		2,744	1,220
<i>Prepayments</i>	10	3,164	1,161
Receivables		<u>646,569</u>	<u>545,346</u>
Cash at bank and in hand		<u>-</u>	<u>-</u>
Current Assets		<u>681,006</u>	<u>555,451</u>
Assets		<u><u>693,829</u></u>	<u><u>559,052</u></u>

Balance Sheet at 31 October 2019

Equity and Liabilities

	Notes	2018/19 DKK '000	2017/18 DKK '000
<i>Share capital</i>		50	50
<i>Other reserves</i>		147,969	147,969
<i>Retained earnings</i>		57,669	37,758
Equity		205,689	185,777
<i>Other provisions</i>	11	40,537	36,022
Provisions		40,537	36,022
<i>Long term lease payables</i>	12	4,715	1,903
<i>Long term deferred income</i>	13	80,010	64,398
Non current liabilities other than provisions		84,725	66,301
<i>Short term lease payables</i>	12	2,109	857
<i>Short term deferred income</i>	13	84,093	68,581
<i>Trade payables</i>		21,795	18,647
<i>Payables to group enterprises</i>		204,522	137,722
<i>Income tax payable</i>		8,122	6,509
<i>Other payables</i>		42,237	38,636
Current liabilities other than provisions		362,878	270,952
Liabilities other than provisions		447,603	337,253
Equity and liabilities		693,829	559,052

Balance Sheet at 31 October 2019

	Notes
Contractual obligations and contingencies, etc.	14
Share based payments	15
Transactions with related parties	16
Group relations	17

Statement of changes in equity for 2018/19

	Notes	Share Capital DKK '000	Other Reserves DKK '000	Retained Earnings DKK '000	Total DKK '000
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
<i>Equity at the beginning of the year</i>		50	147,969	37,758	185,777
<i>Profit/ loss for the year</i>	18	0	0	19,912	19,912
Equity at the end of the year		<u>50</u>	<u>147,969</u>	<u>57,669</u>	<u>205,689</u>

The share capital consists of 50,000 shares of nominal value DKK 1 per share. No shares carry any special rights.

Notes to Financial Statements

	2018/19 DKK '000	2017/18 DKK '000
1 Revenue		
<i>By geographical segment</i>		
Denmark	1,936,156	1,680,354
Other countries	30,301	37,385
	<u>1,966,457</u>	<u>1,717,739</u>
<i>By business segments</i>		
Personal Systems	1,676,763	1,374,191
Print	289,694	343,548
	<u>1,966,457</u>	<u>1,717,739</u>
2 Statutory audit and tax compliance fees		
Statutory audit services	198	141
Tax compliance services	41	-
Non Audit Service (WEEE Reporting)	61	-
	<u>300</u>	<u>141</u>
3 Staff costs		
Wages and salaries	70,465	66,800
Pension costs	5,389	4,925
Other social security expenses	601	522
	<u>76,455</u>	<u>72,248</u>
Average number of employees	78	72
Remuneration to Executive Board has not been disclosed in accordance with section 98 B(3) of the Danish Financial Statements Act		
4 Depreciation, amortization and impairment losses		
Depreciation of plant, property and equipment	1,728	442
	<u>1,728</u>	<u>442</u>
5 Financial income		
Interest received from group enterprises	95	808
Other financial income	105	54
	<u>200</u>	<u>862</u>

Notes to Financial Statements

	2018/19 DKK '000	2017/18 DKK '000	
6 Financial expenses			
Foreign exchange losses	490	6,564	
Other financial expenses	293	102	
	784	6,666	
7 Tax on profit/loss for the year			
Current tax	8,122	6,505	
Change in deferred tax	(2,148)	(801)	
Adjustment of tax for previous year	-	(1)	
	5,974	5,703	
8 Property, plant and equipment			
	Lease hold improvement	Fixtures, fittings, tools and equipment	Tangible assets under construction
Cost - beginning of the year	-	2,134	2,264
Additions for the year	3,856	7,148	-
Transferred during the year	1,804	-	(1,804)
Retirements for the year	-	(280)	-
Cost - end of the year	5,660	9,002	459
Depreciation - beginning of the year	-	(797)	-
Depreciation adjustment for retirements	-	225	-
Depreciation for the year	(314)	(1,413)	-
Accumulated Depreciation - end of the year	(314)	(1,985)	-
Carrying amount at the end of the year	5,346	7,018	459
<i>Including assets under finance lease</i>	-	5,519	-

Notes to Financial Statements

9 Deferred tax asset	2018/19 DKK '000	2017/18 DKK '000
Opening balance	3,308	2,507
Change in deferred tax	2,148	801
Adjustment prior years	-	-
	<u>5,455</u>	<u>3,308</u>
Deferred tax relates to:		
Property, plant and equipment	446	829
Trade receivables	667	205
Provisions	4,342	2,274
	<u>5,455</u>	<u>3,308</u>

10 Prepayments

Prepayments consists of prepaid expenses concerning rent, insurance premiums, subscriptions and interests as well.

11 Other provisions

The company provides warranties of 1 to 3 years on some of its products and is therefore obliged to repair or replace the goods that are not satisfactory. Based on previous experience in respect of repairs and returns, other provision of TDKK 40,537.(FY18: TDKK 36,022) have been recognized against warranty claims.

12 Lease payables

Payments due within 1 year are recognized as short term and the rest is recognized as long term.

	2018/19 DKK '000	2017/18 DKK '000
Between 1 and 5 years	4,715	1,903
Less than 1 year	2,109	857
	<u>6,824</u>	<u>2,760</u>

13 Deferred income

Deferred income primarily relates to support contracts booked as income over the term of the contracts, long term deferred income includes contracts for which revenue will be recognized between 1 and 3 years based on the contract.

14 Contractual obligations and contingencies, etc.	2018/19 DKK '000	2017/18 DKK '000
Operating lease commitments		
Upto 1 year	2,182	1,783
Beyond 1 year	5,154	6,207
	<u>7,335</u>	<u>7,990</u>

Contractual liabilities concern rental and lease obligations which have a period of non-terminability up to 3 years.

Notes to Financial Statements

15 Share based payments

The parent company, HP Inc, grants performance adjusted Restricted Stock Units (RSU) that vest only on the satisfaction of both service and achievement of performance goals, including market conditions prior to the expiration of awards as part of its stock based incentive plan. The Company accounts for such expense when the parent Company cross charges the expenditure upon vesting of the stocks.

During the FY 2019 such expenditure was TDKK 775. At the end of the year there are 7,512 unvested RSUs having a value of TDKK 1032.

During the FY 2018 such expenditure was TDKK 632. At the end of the year there were 3,503 unvested RSUs.

	2018/19 DKK '000	2017/18 DKK '000
16 Transactions with related parties		
Key intercompany transactions:		
Purchase of goods	1,808,681	1,522,867
Services from group companies	35,135	50,201
Services to group companies	12,658	7,698
Interest income	95	808
Staff expenses (employee share based payments)	775	658
Intercompany balances outstanding as on 31st October		
Payables to group companies	204,522	137,722
Cash pool deposits	491,844	431,486
Receivable against warranties	40,537	36,022
Other receivables	3,266	622

17 Group Relations

The Company is part of the consolidated annual report of the ultimate parent company. HP Inc The following shareholders are recorded in the Company's register of shareholders as holding at least 5% of the votes or at least 5% of the share capital.

Alpha Holding Two B.V.,Krijgsman 75, 1186DR, Amstelveen, Netherlands.

Name and registered office of the Parent preparing consolidated financial statements:

HP Inc,1501 Page Mill Road, Palo Alto, CA. 94304, USA (Ultimate Parent)

	2018/19 DKK '000	2017/18 DKK '000
18 Proposed distribution of profit/loss		
Transfer to retained earnings	19,912	18,642
	19,912	18,642

Accounting Policies

Reporting class

The annual report for HP Inc Danmark ApS for 2018/19 has been prepared in accordance with the provisions of the Danish Financial Statements Act applying to large enterprises of reporting class C.

Financial statements for 2018/19 are presented in '000/ TDKK. The financial statements have been prepared in accordance with the same accounting policies as last year except IFRS 9 and IFRS 15

Changes in Accounting Policies

In 2018/19, the Company adopted IFRS 9 as interpretation for the impairment of financial receivables and IFRS 15 as interpretation of recognition of revenue.

The implementation does not have a monetary impact on income statement or balance sheet for 2018/19 or for the comparison figures.

Apart from the above, the accounting policies used in the preparation of the financial statements are consistent with those of last year.

Foreign currency translation

On initial recognition, foreign currency transactions are translated applying the exchange rate at the transaction date. Receivables, payables and other monetary items denominated in foreign currencies that have not been settled at the balance sheet date are translated using the exchange rate at the balance sheet date. Exchange differences that arise between the rate at the transaction date and the rate in effect at the payment date, or the rate at the balance sheet date, are recognised in the income statement as financial income or financial expenses.

Income Statement

Revenue

The Company has chosen IFRS 15 as interpretation for the recognition of revenue. The application of IFRS 15 has not had a significant impact on the financial position and/or financial performance of the Company.

Income from the sale of goods for resale and finished goods is recognised at the point the goods have been delivered to the customers. The point of delivery is based on standardised terms of delivery based on Incoterms.

Income from sale of goods where installation is required in order that significant risks may be considered to have been transferred to the buyer is recognised in revenue when the installation has been carried out.

Income from the sale of services, comprising service contracts, is recognised in revenue over time on a straight-line basis as the services are delivered in the form of an indefinite number of actions over a specific period of time.

Revenue is recognised exclusive of VAT and net of discounts relating to sales.

Other external expenses

Other external expenses include expenses relating to the Company's ordinary activities, including expenses relating to distribution, sale, advertising, administration, premises, bad debts, payments under operating leases, etc.

Accounting Policies

Staff costs

Staff costs comprise salaries and wages as well as social security contributions, pension contributions, etc. for Company staff, net of refunds received from public authorities and pension agencies. These also include reimbursement of costs related to restricted stock units granted to employees by the ultimate parent company.

Depreciation

Depreciation, amortisation and impairment losses relating to property, plant and equipment and intangible assets comprise depreciation, amortisation and impairment losses for the financial year, calculated on the basis of the residual values, useful lives of the individual assets, impairment testing as well as gains and losses from the sale of intangible assets and property, plant and equipment.

The residual value is determined at the time of acquisition and is reassessed every year. Where the residual value exceeds the carrying amount of the asset, no further depreciation charges are recognised. In case of changes in the residual value, the effect on the depreciation changes is recognized prospectively as a change in accounting estimates.

Financial income and expenses

Other financial income and expenses comprise of interest, including interest on payables and receivables to and from group enterprises, exchange gains and losses on transactions in foreign currencies, amortization of financial assets and liabilities as well as tax surcharge and allowances under the Danish Tax Prepayment scheme etc.

Tax for the year

Tax for the year, which consists of current tax for the year and changes in deferred tax balance, is recognised in the income statement by the portion attributable to the profit for the year and recognised directly in equity by the portion attributable to entries directly in equity.

Balance Sheet

Property, plant and equipment

Property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

Cost comprises of acquisition price, costs directly attributable to the acquisition and preparation costs of the asset until the time when it is ready for use. Assets that do not meet the capitalization threshold are written off immediately.

The basis of depreciation is cost less estimated residual value after the end of useful life. Lease hold improvement are depreciated based on useful life or lease period whichever is earlier. Straight-line depreciation is made on the basis of the following estimated useful lives of the assets:

Fixtures, fittings, tools and equipment	3 - 10 years
Leasehold improvement	5 years

Accounting Policies

Impairment tests are conducted on assets or group of assets when there is evidence of impairment. The carrying amount of impaired assets is reduced to the higher of the net selling price and the value in use (recoverable amount).

The recoverable amount is higher of the net selling price of an asset and value in use. The value in use is calculated as the present value of the expected net cash flow from the use of the asset or group of assets and the expected net cash flows from disposal of the asset or the group of assets after the end of the useful life.

Previously recognized impairment losses are reversed when the reason for recognition no longer exists. Impairment losses on goodwill are not reversed.

Inventories

Inventories are measured at the lower of cost using the FIFO method and net realisable value.

The cost of goods for resale equals landed cost as well as other costs directly attributed to the acquisition.

Net realisable value is the selling price of the product less any costs expected to be incurred to give effect to the sale.

Receivables

The company has chosen IFRS 9 as interpretation for the measurement of impairment losses on receivables. Receivables are measured at amortised cost. Impairment is made in accordance with the expected credit loss model.

Cash

Cash comprises cash in hand and bank deposits.

Deferred tax

Deferred tax is recognised for all temporary differences between the carrying amount and tax-based value of assets and liabilities, for which the tax value is calculated based on the planned use of each asset or settlement of liability. Deferred tax assets, including the tax base of tax loss carry-forwards, are recognised in the balance sheet at their estimated realisable value, either as a set-off against deferred tax liabilities or as net tax assets.

Deferred tax is measured on the basis of applicable tax rules and tax rates.

Prepayments

Prepayments comprise costs incurred relating to subsequent financial years and are measured at cost.

Other provisions

Provisions comprise of expenses related to warranty commitments. Provisions are recognized when the company has a legal or constructive obligation as a result of past event at the balance sheet date and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

Accounting Policies

Operating and Finance leases

The company has chosen IAS 17 as interpretation for the presentation and recognition of lease contracts. Leases in respect of which the entity does not bear all significant risks and does not enjoy all significant benefits associated with the title to the assets are considered as operating leases. Payment under operating leases are recognised in financial statements over the term of the lease.

Finance leases, which transfer to The Company substantially all the risks and benefits incidental to ownership of the leased item, are capitalized at the commencement of the lease at the fair value of the leased equipment or, if lower, at the present value of the minimum lease payments.

Lease payments are apportioned between finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are recognized in the Statement of Profit or Loss and Other Comprehensive Income.

Leased assets are depreciated over the useful life of the asset. However, if there is no reasonable certainty that The Company will obtain ownership by the end of the lease term, the asset is depreciated over the shorter of the estimated useful life of the asset and the lease term.

Other financial liabilities

Other financial liabilities are measured at amortized cost, which usually corresponds to nominal value.

Income tax payable or receivable

Current tax payable or receivable is recognised in the balance sheet, stated as tax computed on this year's taxable income, adjusted for tax on taxable incomes of prior years and tax paid on account.

Deferred income

The Company records amounts invoiced to customers in excess of revenue recognized as deferred revenue until the revenue recognition criteria are satisfied. Deferred revenue represents amounts invoiced in advance for product support contracts and product sales.

Cash flow statement

With reference to section 86(4) of the Danish Financial Statements Act and to the cash flow statement included in the consolidated Financial Statements of HP Inc, the Company has not prepared a cash flow statement.