



Executive Biography

Ellen Jackowski

Chief Impact Officer and Head of Sustainable Impact, HP



Ellen Jackowski is the Chief Impact Officer and Head of Sustainable Impact at HP. In this role, Ellen leads a global team that oversees the HP Sustainable Impact strategy and programs that focus on the most defining and urgent issues of our time where HP can have the greatest impact as a brand and that support Environmental, Social, and Governance (ESG) industry imperatives: Climate Action, Human Rights, and Digital Equity.

Ellen and her team were instrumental in embedding Sustainable Impact at the core of HP's 2030 vision and strategy and in setting, measuring, and reporting some of the most comprehensive goals in the technology industry. Ellen heads the HP Sustainable Impact Program Management Office, responsible for creating and implementing an integrated operating structure to drive progress against HP's aggressive 2030 agenda.

Under Ellen's leadership, HP was named America's Most Responsible Company by Newsweek for the second consecutive year, was the first and only technology company in the world in to receive a quadruple A rating for Climate, Forest, Water and Supplier Engagement Leader from CDP, and topped 3BL Media's Best Corporate Citizen's List. Amid the global pandemic and working virtually in one of the most challenging countries in the world, Ellen and her team helped deliver on HP's commitment to install and commission a \$2 million plastic bottle washing facility in Haiti.

Ellen brings more than 10 years of HP experience in a variety of Corporate Affairs and Sustainability roles, including serving as Global Head of Sustainability Strategy and Innovation where she played a critical role in defining and aligning the company around a unified Sustainable Impact strategy. She is recognized within HP and across the industry for advocating ambitious goals that drive innovation and action, immersing deeply in impact projects, and inspiring and empowering HP employees to incorporate Sustainable Impact into their roles. In 2021, GreenBiz named Ellen one of the Top 25 Badass Women of Climate Action.

Among her many Sustainable Impact achievements, Ellen led the program and partnerships to integrate the first HP Learning Studio into the Azraq Refugee Camp in Jordan, helped to achieve the world's most sustainable PC portfolio—including more than 50 HP products containing ocean-bound plastics—and helped establish HP's global ocean-bound plastics supply chain in Haiti that supports jobs, childhood education, and the health and safety of workers within the local community.

Ellen has been instrumental in building the HP Sustainable Forest Collaborative, working together with NGOs, paper manufacturers, and other partners to conserve, restore, protect, and manage global forests. And she led the effort to integrate

measurable sustainable impact targets into the business objectives for each member of the HP executive leadership team, which ties annual compensation to Sustainable Impact progress.

Ellen serves on the advisory board of the Ocean Plastics Leadership Network, is a deputy advisor on the World Economic Forum's Champions for Nature community, is the Executive Sponsor for the Black Employee Impact Network, Palo Alto Chapter, and has served as a faculty member of The Prince of Wales's Business & Sustainability Programme at the University of Cambridge.

Sustainability and social impact have always been central to Ellen's career, from her first job at Ben and Jerry's, to serving as a management and strategy consultant for Fortune 500 companies, and through every role at HP.

Ellen has a Bachelor of Science degree from Northwestern University and is based in Palo Alto, California.