Event Participant Agreement

Confidentiality Communications and Media Release

In exchange for attending the social-impact activity below (the "Event"), you agree with HP Inc. and the HP Foundation (the "HP Parties") to these terms, including the required media permission in Section 5. Other kickoff activities are excluded.

Event: One HP Kickoff '27 Social Impact Activity. December 7, 2026, 10 a.m.–2 p.m., Pacific Time. Exhibit Hall 1, Seattle Convention Center, Seattle, Washington.

Version: November 3, 2026. Event contact for approvals/notices: erica.thomas@hp.com.

1 Definitions

1.1 "Event Confidential Information" means non-public information disclosed for the Event, including identified preparation materials, that is identified or reasonably understood as confidential. It excludes unrestricted information lawfully already held or received elsewhere, independently developed information, and information public without a confidentiality breach by you or, to your knowledge, another person.

1.2 "Embargoed Materials" means non-public Event content, photographs, or recordings. Attendance/personal details are excluded unless sharing reveals protected content. HP-approved public materials are excluded from both embargo and confidentiality restrictions to the extent approved.

1.3 "Approved Release Time" means December 14, 2026, at 12:01 a.m., Pacific Time. HP may authorize earlier release in writing. Later release requires your written agreement and cannot revive an expired embargo.

1.4 "Materials" means your name, portrait, image, likeness, voice, statements, interview content, voluntarily supplied biographical information, and Event photographs or recordings of you and property you own or control.

1.5 "Authorized Persons" means the HP Parties' affiliates, personnel, agents, agencies, vendors, successors, assigns, and licensees, and Event partners, including Skillionaire, whom the HP Parties authorize to use the Materials, in each case acting within the purposes and permissions granted here. Authorized Event partners may use Materials supplied or approved by the HP Parties in their own communications about the Event and related social-impact activities, subject to Section 5.

2 Confidentiality

2.1 Use reasonable care to protect Event Confidential Information. Use it only to participate, and share it only with HP-authorized attendees or facilitators for the Event, with the event contact's written approval, or under Section 4.

2.2 These obligations apply from acceptance until three years after the Event's last scheduled day, unless the information ceases to be confidential earlier. Participation gives you no ownership or other intellectual property rights in HP information.

2.3 Copy protected materials only for participation. On HP's request, return/delete copies within 15 days, except legally required records, preserved evidence, and inaccessible routine backups until ordinarily overwritten. Retained copies remain protected for the applicable period; Section 4 rights are unaffected.

3 Communications and Social Media Embargo

Do not publicly post, livestream, publish, or otherwise share Embargoed Materials until the Approved Release Time or HP's earlier authorized public release of particular materials. Section 2 still protects unreleased confidential content. Posting is voluntary; supplied asset-use conditions apply only if you use HP's promotional assets.

4 Protected and Compelled Disclosures

Nothing restricts legally required disclosures, protected reporting/cooperation with authorities, confidential legal advice, truthful testimony, or other protected activity; no HP approval or notice is required for protected activity. For other compelled disclosures, give reasonable notice only where lawful and practicable, disclose only what is required, and use available protection without delaying compliance.

5 Photography Recording and Publicity

Photography and recording will occur at the Event. By signing this Agreement, you consent to capture and use of your Materials as described below. A participant who does not sign may not participate. Applicable nonwaivable privacy rights remain protected.

5.1 Permission. You grant the HP Parties and Authorized Persons worldwide, royalty-free permission to photograph, film, or record you at the Event and to use, reuse, reproduce, edit, adapt, combine, publish, republish, display, and distribute the Materials, in whole or part, in any media now known or later developed, for lawful publications, communications, marketing, advertising, promotional, publicity, educational, social, charitable, and fundraising purposes. Materials may be used with your name or without identifying you. This permission is perpetual and irrevocable, subject to Section 5.5 and applicable law.

5.2 Compensation and approval. You are not entitled to payment or royalties for authorized capture or use, have no right to inspect or approve the Materials or resulting works, and understand that HP has no obligation to use them.

5.3 Copyright and editing. You acquire no copyright or ownership interest in HP's photographs, recordings, or resulting works merely by appearing in them. HP may register copyright in works it owns. To the extent permitted by law, you waive moral rights you hold in the Materials that would restrict the authorized editing and use. This does not transfer unrelated intellectual property or authorize unlawful use or a false endorsement.

5.4 Release. To the fullest extent permitted by law, you discharge and release the HP Parties and Authorized Persons from claims, demands, obligations, or liabilities arising from authorized capture, editing, reproduction, or use of the Materials, including libel, defamation, false light, invasion of privacy, publicity, compensation, and copyright or moral-rights claims. This release does not authorize uses outside this Agreement or waive nonwaivable claims, privacy rights, or remedies.

5.5 Data rights. You may withdraw consent through the Section 6 contact; HP will honor applicable privacy rights. HP will stop consent-based uses, address removal from its online channels, and instruct Authorized Persons. Earlier lawful uses remain lawful; distributed print/reshared copies may be unrecoverable. HP cannot switch bases to defeat withdrawal; separately justified, restricted consent/claims records may remain. Materials are retained only while necessary for disclosed purposes, subject to withdrawal and legal requirements. This clause controls conflicting permissions/releases.

6 Privacy and Data Protection

The HP Parties use your name/contact details, signed Agreement, and Materials to administer the Event, document permissions, and carry out Section 5 uses. Information may be shared with Authorized Persons and others as required by law; international transfers must comply with applicable law. The HP Privacy Statement (https://www.hp.com/us-en/privacy/privacy.html) explains privacy practices and applicable rights, including access, correction, deletion, portability, restriction, objection, and complaints to a competent authority. For requests, consent withdrawal, or contact with HP's Data Protection Officer, use the HP Privacy Office contact form (https://www.hp.com/us-en/privacy/ww-privacy-form.html). The HP Parties will not apply facial recognition or biometric-template processing to the Materials.

For information about Skillionaire's privacy practices, visit https://skillionairehq.com/privacy-policy. For privacy questions or requests concerning Skillionaire's use of the Materials, including withdrawal of consent, contact privacy@skillsgapp.com.

7 Remedies

For breaches of Sections 2 or 3, the HP Parties may seek damages and equitable relief for harm inadequately remedied by damages, subject to applicable law, court discretion, and any bond requirement. Section 4 rights remain protected.

8 Representations

You confirm that you are at least 18, have capacity and authority to enter this Agreement in your own name, and grant only rights you hold. You have read and understand this Agreement.

9 General

9.1 Washington law governs. Subject to nonwaivable rights, disputes belong in King County state courts or, where federal jurisdiction exists, the U.S. District Court for the Western District of Washington. This does not restrict regulatory complaints or mandatory statutory protections.

9.2 This is the entire agreement between you and the HP Parties on its Event subject matter. Changes require mutual written agreement except earlier release and logistical/contact updates, which cannot expand rights or restrictions.

9.3 If a provision is unenforceable, the remainder continues to the extent lawful. Failure to enforce a provision does not waive later enforcement.

9.4 Authorized Persons may enforce the permissions and release granted to them, subject to their limits. This Agreement binds you and your heirs, legal representatives, and permitted assigns.

9.5 The Agreement is effective when signed; its participation term ends at Event conclusion/cancellation. Section 2 survives for its stated period, Section 3 until release, and Sections 4–9 as needed for their stated purposes within applicable limits. Departure/removal does not change surviving duties. HP may require signing before admission and remove guests for material breach or reasonable safety/conduct concerns, subject to nonwaivable rights.

10 Signature

By signing, I accept this Agreement, including its photography, recording, and publicity permission. I understand that signing is required to participate and that applicable privacy rights are preserved.

Signature: _____ Date: _____

Printed name: _____ Email: _____