2023 Corporate Social Responsibility (CSR) Data Report

KEYSIGHT

2023 CSR Data Report

Published in May 2024, this data report encompasses Keysight's sustainability performance in fiscal year 2023 for the period of November 1, 2022 through October 31, 2023. It includes operations worldwide, unless otherwise noted. The data report includes:

- 2023 Global Reporting Initiative (GRI) Revised Universal and Topic Standards have been prepared with reference to the GRI Standards.

- 2023 Sustainability Accounting Standards Board (SASB) have been prepared in accordance with Resource Transformation - Electrical & Electronic Equipment (RT-EE) Sustainability Accounting Standard and related disclosures from other SASB industry segments including: Technology & Communications - Electronic Manufacturing Services & Original Design Manufacturing (TC-ES); Technology & Communications - Hardware (TC-HW); and Software & IT Services (TC-SI).

- 2023 Human Capital Metrics not included in the frameworks mentioned above.

- Glossary of Acronyms used in the CSR Data Report.

- Additional Resources to learn more about Keysight's CSR program, including the 2023 CSR Report – an accompanying document to this 2023 CSR Report – that provides an overview of Keysight's CSR program strategy, 2023 accomplishments, and 2024 key impact goals.

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

GRI Table of Contents

GRI 1: Foundation 2021

Reporting principles applied, requirements, and use/referencing of GRI Standards.

This is an optional acknowledgment that you have considered this Standard, including the Reporting Principles for defining report content and quality, the requirements for preparing a sustainability report in accordance with the GRI Standards, and how the GRI Standards can be used and referenced.

You are welcome to use the Comments field to add specific information about your company's application of these principles.

Acknowledgment:

☑ This report reflects GRI 1: Foundation 2021.

Comments

This data report has been prepared with reference to the GRI Standards.

GRI 2: General Disclosures 2021

2-1 Organizational details

Legal name:

Keysight Technologies, Inc.

Nature of ownership and legal form:

Keysight is a publicly traded company listed on the New York Stock Exchange under the ticker symbol "KEYS."

Location of headquarters:

Keysight Technologies, Inc.

1400 Fountaingrove Parkway

Santa Rosa, CA 95403-1738

United States

Countries of operation:

Keysight conducts business in more than 100 countries with physical locations in approximately 30 countries. See the Keysight annual report for more details.

References

Keysight: About the Company

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2-2 Entities included in the organization's sustainability reporting

List entities included in sustainability reporting:

Keysight's two reportable operating segments, the Communications Solutions Group and the Electronic Industrial Solutions Group, are included in our sustainability reporting.

Comments

The entities identified do not reflect legal entities but are operating segments within the Keysight enterprise.

References

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2-3 Reporting period, frequency and contact

Specify reporting period for, and the frequency of, sustainability reporting:

11/01/2022 - 10/31/2023

Keysight publishes its Corporate Social Responsibility (CSR) report and disclosure data annually, based on the previous fiscal year's data.

Specify reporting period for financial reporting and, if it does not align with sustainability reporting, explain the reason:

11/01/2022 - 10/31/2023

Report the publication date of the report or reported information:

5/9/2024 (Sustainability), 1/29/2024 (Financial)

Specify the contact point for questions about the report or reported information:

Michele Robinson-Pontbriand, Director Corporate Social Responsibility

Keysight Technologies, Inc.

Attn: Michele Robinson-Pontbriand

1902 Garden of the Gods Rd,

Colorado Springs, CO 80907-3417, USA.

(719) 590-2325. Corporate.Social-Responsibility@keysight.com

References

2023 Annual Report (10-K)

2023 CSR Report

2-4 Restatements of information

Report restatements of information made from previous reporting periods, and explain the reasons and effects:

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the Greenhouse Gas (GHG) Protocol to align with the Science Based Targets initiative (SBTi) requirements for their approved targets. The company updated historical emissions, energy, and water data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee, the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the utilities and associated emissions to the lessor and reported the allocated emissions in Keysight's scope 3 downstream leased assets category. This reporting year, the company updated its emissions, energy, and water data inventories to align with the updated interpretation of operational control and transferred the historical emissions from Keysight's scope 3 downstream leased assets to its respective scope 1 and scope 2 emissions.

Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the utilities allocated to Keysight from this site were reported as part of its scope 1 and scope 2 emissions, as well as the total energy and water data inventories. This year, the company moved the historical emissions for this site from its scope 1 and scope 2 emissions inventory to Keysight's scope 3 upstream leased assets category and removed the associated energy and water data from its operational control.

Furthermore, the updated historical scope 1 and scope 2 emissions impacted Keysight's scope 3 fuel- and energy-related activities category, which were adjusted accordingly.

For all revised data that were previously verified, the company completed a new independent verification of the updated emissions and water data, which can be viewed on the CSR Resources Hub website. Please refer to the relevant attached documentation.

In addition, to align Keysight's greenhouse gas emissions calculation methodology with the SBTi requirements, the company updated its historical emissions data to include well-to-tank emissions from fiscal year 2021 to date. This change impacted Keysight's historical fiscal year 2021 and fiscal year 2022 scope 1 emissions and four categories of scope 3 emissions (upstream transportation and distribution, business travel, employee commuting, and downstream transportation and distribution).

Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Scope 1	+6%	+ 7%	< - 0%	- 1%
Scope 2 (location-based)	+ 8%	+ 8%	+ 8%	+ 8%
Scope 2 (market-based)	+ 7%	+ 6%	+ 6%	+ 6%
Scope 3 fuel- and energy-related assets	+ 4%	+ 5%	N/A	N/A
Scope 3 upstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 business travel	+ 6%	+ 17%	N/A	N/A
Scope 3 employee commuting	+ 20%	+ 20%	N/A	N/A
Scope 3 upstream leased assets	+ 64%	+ 45%	N/A	N/A
Scope 3 downstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 downstream leased assets	- 100%	- 100%	N/A	N/A
Natural gas	- 3%	- 2%	- 1%	- 2%
Electricity	+ 3%	+ 3%	+ 3%	+ 3%
Total energy	+ 2%	+ 2%	+ 2%	+ 2%
Water withdrawal	+ 7%	+ 8%	+ 8%	+ 8%

Water discharge	+ 9%	+ 11%	+ 12%	+ 12%
Water consumption	0%	- 2%	- 2%	- 1%

References

CSR Resources Hub

FY 2022 Water Independent Limited Assurance Statement - Restatement

FY 2019 - 2022 Scopes 1, 2, 3 GHG Verification Opinion Declaration - Restatement

2-5 External assurance

Describe policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved:

Part of Keysight's CSR Report (e.g., environmental sustainability data) is assured or audited independently by Apex Companies LLC (Apex). In addition, Keysight internally validates all other data included in external reports and surveys under the umbrella of its Business Management System, associated audits, policies, and program management processes.

Keysight's external assurance of environmental sustainability data is led by Keysight's Global Director of Sustainability and Environmental Health & Safety, that reports directly to the Chief People and Administrative Officer and Chief of Staff, that reports to the President and Chief Executive Officer (CEO) of Keysight Technologies.

If the organization's sustainability reporting has been externally assured, provide details on the external assurance of the sustainability report:

Assurance at a limited level was completed for Keysight's scope 1, scope 2 location-based and market-based, and 11 relevant categories of scope 3 GHG emissions, as well as limited assurance for water withdrawal and discharge. Boundaries of the company's environmental sustainability data covered by the verifications are operational control and worldwide. The GHG emissions verification used a materiality threshold of +/-5% for aggregate errors in sampled data for each indicator.

Apex is an independent professional services company that specializes in health, safety, social, and environmental management services including assurance with over 30 years history in providing these services. No member of the verification team has a business relationship with Keysight, its directors, or managers beyond that required of this assignment. Apex conducted this verification independently and to their knowledge there has been no conflict of interest. Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. The verification team has extensive experience in conducting assurance over environmental, social, ethical, and health and safety information, systems, and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of GHG emissions data.

References

FY 2023 Scopes 1, 2, 3 GHG Verification Opinion Declaration

FY 2022 Water Independent Limited Assurance Statement - Restatement

FY 2023 Water Independent Limited Assurance Statement

FY 2019 - 2022 Scopes 1, 2, 3 GHG Verification Opinion Declaration - Restatement

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2-6 Activities, value chain and other business relationships

Activities, Value Chain and Other Business Relationships

Sector	Describe Value Chain	Relevant Business Relationships	Significant Changes
Electronic Design and Test Solutions	Keysight offers a broad portfolio of design and test solutions across two reportable operating segments, the Communications Solutions Group and the Electronic Industrial Solutions Group. See the Keysight Annual Report and other referenced resources for details on the company's activities, products, services, and end markets served. See the Keysight Supply Chain Management document for information on supply chain engagement.	Keysight empowers innovators to explore, design, and bring world-changing technologies to life. Keysight customers span the worldwide communications and industrial ecosystems, automotive, energy, aerospace and defense, semiconductor, and general electronics markets. Whether customers are looking to improve the design and development processes, optimize and secure networks, or harness artificial intelligence (AI) and digital twins to get a head start on technologies like 6G, electronic and autonomous vehicles, Internet of Things (IoT), or quantum computing — Keysight accelerates innovation across the workflow. Keysight's fusion of technology knowledge, measurement science expertise, and tailored solutions helps customers forge ahead with confidence in our connected and dynamic world.	There were no significant changes to the organization and its supply chain in this reporting period.

References

Keysight: Industries   Page(s) Refer to all related industries and end markets

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Keysight: Products and Services   Page(s) Refer to all available product lines

Keysight's Supply Chain Management

2-7 Employees

Employees by Gender

	Female	Male	Other (as specified by employee)	Not Disclosed	Total
Number of Employees	4,857	10,441	30	416	15,744
Number of Permanent Employees	4,482	9,927	30	413	14,852
Number of Temporary Employees	375	514	0	3	892
Number of Full--time Employees	4,379	9,828	30	411	14,648
Number of Part-time Employees	103	99	0	2	204

Employees by Region

	Region A	Region B	Region C	
Region Name	Americas	EMEA	Asia Pacific	Total
Number of permanent employees	5,478	2,795	6,579	14,852

Describe the methodologies and assumptions used to compile the data:

Number of employees includes permanent and temporary (interns and internal temporary workers), excluding those on leave of absence.

Report contextual information necessary to understand data:

Americas includes Brazil, Canada, Mexico, and US.

Europe, Middle East, and Africa (EMEA) includes Austria, Belgium, Denmark, Finland, France, Germany, Israel, Italy, Netherlands, Romania, Russian Federation, Spain, Sweden, Switzerland, United Arab Emirates, and United Kingdom.

Asia Pacific includes Australia, China, Hong Kong, India, Japan, Malaysia, Singapore, Republic of Korea, and Vietnam.

Describe significant fluctuations in the number of employees during the reporting period and between reporting periods:

There were no significant fluctuations in between and during the reporting period.

2-8 Workers who are not employees

Total number of workers who are not employees:

584

Describe the most common types of workers, their contractual relationship with the organization, and the type of work they perform:

Keysight utilizes a workforce management provider offering staffing to Keysight through a network of contingent workforce suppliers. The majority of non-employee workers at Keysight are assigned by these suppliers, and provide support services such as security, janitorial, cafeteria, and others that are not core to Keysight's business.

Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods:

The number of flexible cost workers was reduced in fiscal year 2023 as a cost-cutting measure.

2-9 Governance structure and composition

Describe the governance structure, including committees of the highest governance body:

Description of the governance structure:

Keysight is led by a CEO and overseen by a board of directors (the "Board"). The current committees of the Board are Audit and Finance, Compensation and Human Capital, Executive, and Nominating and Corporate Governance. The Board selects the CEO in accordance with the company's bylaws and other applicable policies.

Keysight's environmental, social, and governance (ESG) progress is overseen by the Board and its committees. Members of management representing Sustainability and Environmental Health and Safety (EHS), Human Resources (HR), Information Security, and Legal are responsible for reviewing and assessing significant ESG risks that could impact Keysight. Management regularly briefs the Board and the relevant committees on ESG topics and the company's strategy for addressing those issues.

The Board reviews Keysight's ESG strategy to ensure alignment with Keysight's long-term value creation strategies; evaluates environmental risks, opportunities, strategies, and long- and short-term goals; and monitors the financial impact on Keysight. The Audit and Finance Committee reviews and monitors compliance with environmental laws and regulations; and reviews and evaluates risks and opportunities related to information security. The Compensation and Human Capital Committee oversees company culture including diversity, equity, and inclusion (DEI) initiatives; establishes and measures achievement of ESG metrics in executive compensation programs; and monitors pay equity, sets compensation philosophy, and oversees executive compensation programs. The Nominating and Corporate Governance Committee periodically evaluates the skills and qualifications of current directors; assists the Board in establishing a pool of director candidates and evaluates their qualifications; and periodically reviews corporate governance practices and makes recommendations for changes to the Board.

Discuss stakeholder representation at the board and board committee level:

Keysight recognizes the importance of regular and transparent communication with its stockholders. Stockholder communication is essential to the ongoing review of the company's corporate governance and executive compensation program and activities. This year, Keysight reached out to stockholders representing over 46% of its outstanding shares to update them on the company's ESG activities in fiscal year 2023, and they were invited them to meet with the company's General Counsel and Corporate Secretary, Chief Administrative Officer, Director of Investor Relations, Director of Sustainability and EHS, and Director of CSR to discuss ongoing activities as well as other topics of interest to them. In those meetings, Keysight discussed its ongoing efforts related to purposeful technology and DEI, the company's commitment to the environment and corporate governance and we listened to their perspectives.

Composition of the Board:

- 9 of 11 directors are independent
- 1 of 11 directors is an executive
- 27% of directors are female
- 27% of directors are Underrepresented Minorities (URM)
- Average Board tenure of six years and two months (as of end of fiscal year 2023)
- Other significant positions and commitments held by each member, and the nature of the commitments:
  - Richard P. Hamada - Director, Trinity Capital, Inc.
  - Kevin A. Stephens - Director, Crown Castle International Corp
  - Charles J. Dockendorff - Director, Boston Scientific Corporation; Director, Haemonetics Corporation; Director, Hologic, Inc.
  - Robert A. Rango - Director, KLA Corporation
  - James G. Cullen - Director, Avinger, Inc.
  - Michelle J. Holthaus - Executive Vice President and General Manager, Intel Corporation
  - Joanne B. Olsen - Director, Ciena Corporation; Director, Teradata Corporation
  - Satish Dhanasekaran - Director, Zebra Technologies

Committees of the Highest Governance Body

Committee Name	Describe the composition of the committee:
Audit and Finance Committee	Number of Executive Directors: 0 Number of Non-Executive Directors: 4 Number of independent members: 4 Number of non-independent members: 0 Is chairperson independent: Yes

Compensation and Human Capital Committee	Number of Executive Directors: 0
	Number of Non-Executive Directors: 5
	Number of independent members: 5
	Number of non-independent members: 0
	Is chairperson independent: Yes
Nominating and Corporate Governance Committee	Number of Executive Directors: 0
	Number of Non-Executive Directors: 9
	Number of independent members: 9
	Number of non-independent members: 0
	Is chairperson independent: Yes
Executive Committee	Number of Executive Directors: 0
	Number of Non-Executive Directors: 2
	Number of independent members: 1
	Number of non-independent members: 1
	Is chairperson independent: No

References

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2-10 Nomination and selection of the highest governance body

Describe the nomination and selection processes for the highest governance body and its committees:

The Nominating and Corporate Governance Committee proposes a slate of directors for election by Keysight's stockholders at each annual meeting and recommends to the Board candidates to fill any vacancies on the Board.

Keysight hires third-party executive search firms to help identify and facilitate the screening and interview process for non-employee director candidates. The executive search firm screens the candidates, does reference checks, prepares a biography for each candidate for the Nominating and Corporate Governance Committee to review and helps set up interviews. The Nominating and Corporate Governance Committee and Keysight's CEO interview candidates that meet the criteria, and the Nominating and Corporate Governance Committee selects candidates that best suit the Board's needs.

The Nominating and Corporate Governance Committee will consider director candidates recommended for nomination by stockholders, provided that the recommendations are made in accordance with the procedures described in the section entitled "General Information about the Meeting" located at the end of the Proxy Statement. Candidates recommended for nomination by stockholders that comply with these procedures will receive the same consideration as other candidates recommended by the Nominating and Corporate Governance Committee.

Describe the criteria used for nominating and selecting highest governance body members:

To be considered by the Nominating and Corporate Governance Committee, Keysight looks for director nominees who have:

- A reputation for personal and professional integrity and ethics;
- Soundness of judgment;
- The ability to make independent, analytical inquiries;
- The willingness and ability to devote the time required to perform Board activities adequately;
- The ability to represent the total corporate interests of Keysight.

In order to identify the best qualified director candidates, Keysight's Board search criteria includes not only CEO and public board experience, but executive or high-level management experience as well, and the company consciously includes diverse candidates in the Board selection process. In addition to these minimum requirements, the Nominating and Corporate Governance Committee will also consider whether the candidate's skills are complementary to the existing Board members' skills and experience in technology, manufacturing, finance and marketing, information security, human capital management, international experience and culture, and the Board's needs for specific operational, management or other expertise.

References

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2-11 Chair of the highest governance body

Report whether the chair of the highest governance body is also a senior executive in the organization:

No; Mr. Nersesian currently serves as Non-Executive Chair of the Board. He served as the Executive Chair from May 2022 through April 2023. From November 1, 2019 through April 2022, Mr. Nersesian served as Chair of the Board and as President and Chief Executive Officer of Keysight.

References

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2-12 Role of the highest governance body in overseeing the management of impacts

Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development:

Keysight's ESG progress is overseen by the Board and its committees. Members of management representing Sustainability and EHS, HR, Information Security, and Legal are responsible for reviewing and assessing significant ESG risks that could impact Keysight.

The Board reviews the company's ESG strategy to ensure alignment with the company's long-term value creation strategies; and evaluates environmental risks, opportunities, strategies, and long and short-term goals and monitors the financial impact on the company. The Audit and Finance Committee reviews and monitors compliance with environmental laws and regulations; and reviews and evaluates risks and opportunities relates to information security. The Compensation and Human Capital Committee oversees company culture including DEI initiatives; establishes and measures achievement of ESG metrics in executive compensation programs; and monitors pay equity, sets compensation philosophy, and oversees executive compensation programs. The Nominating and Corporate Governance Committee periodically evaluates the skills and qualifications of current directors; assists the Board in establishing a pool of director candidates and evaluates their qualifications; and periodically reviews corporate governance practices and makes recommendations for changes to the Board.

Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people:

Keysight recognizes the importance of regular and transparent communications with our stockholders. Stockholder communication is essential to our ongoing review of our corporate governance and executive compensation programs and practices. This year, Keysight reached out to stockholders representing over 46% of its outstanding shares to update them on the company's ESG activities in fiscal year 2023, and they were invited them to meet with the company's General Counsel and Corporate Secretary, Chief Administrative Officer, Director of Investor Relations, Director of Sustainability and EHS, and Director of CSR to discuss ongoing activities as well as other topics of interest to them.

In those meetings, Keysight discussed its ongoing efforts related to purposeful technology and DEI, the company's commitment to the environment and corporate governance and listened to their perspectives. While each of stockholder had their own perspectives on issues of importance to them, the steps Keysight is taking to achieve its net zero commitment and evaluate scope 3 science-based targets were of primary interest to many.

Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described above, and report the frequency of this review:

Management regularly briefs the Board and the relevant committees on ESG topics and Keysight's strategy for addressing those issues.

References

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2-13 Delegation of responsibility for managing impacts

Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people:

Members of management representing Sustainability and EHS, HR, Information Security, and Legal are responsible for reviewing and assessing significant ESG risks that could impact the company.

Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people:

Management regularly briefs the Board and the relevant committees on ESG topics and the company's strategy for addressing those issues.

References

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2-15 Conflicts of interest

Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated:

Keysight's Standards of Business Conduct (SBC) and Director Code of Ethics require that all employees and directors avoid conflicts of interest that interfere with the performance of their duties or the best interests of Keysight. In addition, Keysight has adopted a written Related Person Transaction Policy that prohibits any of Keysight's executive officers, directors, or any of their family members from entering into a transaction with Keysight, except in accordance with the policy.

Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: cross-board membership, cross-shareholding with suppliers and other stakeholders, existence of controlling shareholders, related parties, their relationships, transactions, and outstanding balances:

Keysight will disclose the terms of related person transactions in its filings with the Securities and Exchange Commission (SEC) to the extent required.

Comments

Under the Related Person Transactions Policy, the General Counsel must advise the Nominating and Corporate Governance Committee of any related person transaction of which he becomes aware. The Nominating and Corporate Governance Committee must then either approve or reject the transaction in accordance with the terms of the policy.

Under the Related Person Transactions Policy, Company management screens for any potential related person transactions, primarily through the annual circulation of a Directors and Officers Questionnaire (D&O Questionnaire) to each member of the Board and each officer of Keysight that is a reporting person under Section 16 of the Securities Exchange Act of 1934, as amended. The D&O Questionnaire contains questions intended to identify related persons and transactions between Keysight and related persons. If a related person transaction is identified, such transaction is brought to the attention of the Nominating and Corporate Governance Committee for its approval, ratification, revision, or rejection in consideration of the relevant facts and circumstances.

References

Director Code of Ethics

Related Person Transaction Policy

Standards of Business Conduct (SBC)

2-16 Communication of critical concerns

Describe whether and how critical concerns are communicated to the highest governance body:

Keysight maintains a public link for anyone to raise concerns to the Chairman of the Board.

Keysight's Board also receives regular reports on enterprise-level risks and receives regular reports from each of the Board's committees on their areas of risk oversight. The Audit and Finance Committee receives regular reports from Keysight's Vice President of Internal Audit regarding enterprise risk management and compliance; receives regular legal, regulatory, litigation and compliance updates from Keysight's General Counsel; and oversees compliance policies and programs (including the Standards of Business Conduct and Director Code of Ethics), compliance statistics and investigations, trainings, certifications, and relevant legal developments.

Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period:

The number and nature of critical concerns raised to the Board are kept confidential unless disclosure is appropriate and legally permissible.

References

Contact the Chairman

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2-17 Collective knowledge of the highest governance body

Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development:

The Nominating and Corporate Governance Committee regularly reviews the overall composition of the Board and its committees to assess whether they reflect the appropriate mix of skills, experience, backgrounds, and qualifications that are relevant to Keysight's current and future business and strategy. This includes qualifications and expertise in, among other things, information security and environmental matters.

References

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2-18 Evaluation of the performance of the highest governance body

Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people:

Per Keysight's Corporate Governance Guidelines, the Board and each of its committees shall conduct an annual self-assessment of the performance of the Board and each committee of the Board, as applicable. The Nominating and Corporate Governance Committee is also responsible for reporting annually to the Board an assessment of the Board's and its committees' performance, to be discussed with the full Board following the end of each fiscal year.

Report whether the evaluations are independent or not, and the frequency of the evaluations:

The evaluations are annual self-assessments.

Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices:

These assessments are intended to review the Board's and the committees' contributions as a whole and specifically review areas in which the Board and/or management believes a better contribution could be made in the short- and long-term. The purpose of these assessments is to improve the effectiveness of the Board, each committee, and the individual directors.

References

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2-19 Remuneration policies

Remuneration policies for members of the highest governance body and senior executives:

	Details
☑ Fixed pay and variable pay	***With respect to non-employee directors:*** Keysight's director compensation program is designed to attract and retain highly qualified non-employee directors and to address the time, effort, expertise, and accountability required of active board membership. Keysight's Compensation and Human Capital Committee believes that annual compensation for non-employee directors should consist of both cash to compensate members for their services on the Board of Directors and its committees, and equity to align the interest of directors and stockholders. The compensation to Keysight's non-employee directors for fiscal year 2023 consisted of: 1. A $100,000 cash retainer, which the director may elect to defer (in part or in its entirety) to the Keysight Technologies, Inc. Deferred Compensation Plan for Non-Employee Directors. Any deferred cash compensation is converted into shares of Keysight common stock. In the event that a director does not serve for the entire year, the cash retainer will be pro-rated. 2. An equity grant, which is granted on the later of (i) March 1 or (ii) the first trading day after each Annual Meeting. The number of shares underlying the stock grant is determined by dividing $250,000 by the average fair market value of Keysight's common stock over 20 consecutive trading days up to and including the day prior to the grant date. The stock is fully vested upon grant. Each non-employee director may elect to defer all or part of the equity grant to the Deferred Compensation Plan for Non-Employee Directors. 3. The Lead Independent Director receives an additional $50,000 in cash, paid at the beginning of each Plan Year. 4. Non-employee directors (including the Lead Independent Director) that served as the Chair of a Board committee received a committee Chair premium in cash, paid at the beginning of each Plan Year. The Audit and Finance Committee Chair received $30,000, the Compensation and Human Capital Committee Chair received $20,000, and the Nominating and Corporate Governance Chair received $15,000. 5. Non-employee directors that serve as a member of the Audit and Finance Committee receive an additional $10,000 in cash, paid at the beginning of each Plan Year. ***With respect to senior executives:*** Keysight's executive compensation programs is designed to link pay with operational performance and long-term stockholder value while striking a responsible balance between risk and reward. Elements of Keysight's compensation for executive officers include: • A base salary, which provides fixed compensation to attract and retain key executives; • A short-term incentive (STI) plan, which provides semi-annual cash awards contingent upon the achievement of semi-annual financial and annual ESG objectives established by the Compensation and Human Capital Committee shortly after the beginning of each performance period; • A long-term incentive program, which includes (1) performance stock units that support the objectives of linking realized value to the achievement of critical performance objectives and stockholder alignment and (2) restricted stock units that keep executive officers focused on the absolute performance of Keysight's stock price over time.
☐ Sign-on bonuses or recruitment incentive payments	
☑ Termination payments	Keysight's Compensation and Human Capital Committee has adopted an Officer and Executive Severance Plan (the "Severance Plan") for US based officers and executives, which provides for specified severance payments and benefits in cases where the officer is terminated other than for Cause, misconduct, death, or physical or mental incapacity or resigns for Good Reason (each, as defined in the Severance Plan).

☑ Clawbacks	Keysight maintains a robust clawback policy that applies to both cash incentives and equity awards.
☑ Retirement benefits	Retirement benefits are intended to retain and encourage Keysight employees, including executives, to remain focused on the business for the long term. Keysight's US executives participate in the same Retirement Plan as other employees that were hired before August 1, 2015.

Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people:

Keysight includes a measurable ESG metric as a component of its executive STI plan. ESG objectives for the STI Award are selected each year by the Compensation and Human Capital Committee based on Keysight's CSR priorities, which are reported externally on an annual basis. This approach allows Keysight the flexibility to adjust our ESG metrics on an annual basis to align to our culture, values, and long-term business strategy. For fiscal year 2023, Keysight selected metrics which align to its DEI strategy including improvement in the percentage of women hired globally and the percentage of underrepresented minorities hired in the US, as well as retention of the company's current diverse population.

References

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2-20 Process to determine remuneration

Describe process for designing remuneration policies and determining remuneration:

Keysight's compensation programs are reviewed annually by Senior Leadership and the Compensation and Human Capital Committee. The Committee meets regularly throughout the year and annually to review the Executive Officer overall compensation programs with the assistance of its independent Compensation consultant.

Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals:

For reporting purposes, Keysight defines "stakeholder" as "stockholder."

Stockholders of Keysight are entitled to cast an advisory vote at the Annual Stockholder Meeting to approve the remuneration of Keysight's Named Executive Officers (NEO). The stockholder vote is an annual advisory vote and is not binding on Keysight or its Board.

2-21 Annual total compensation ratio

Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual):

125

Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual):

The organization's highest-paid individual to the median percentage increase in annual total compensation for all employees did not change.

Report contextual information necessary to understand the data and how the data has been compiled:

Identification of Median Employee

Keysight selected October 31, 2023, the last day of fiscal year 2023, as the date on which to determine our median employee. As of that date, Keysight had 15,849 employees. For purposes of identifying the median employee, the company considered the aggregate of the following compensation elements for each of our employees, as compiled from Keysight's internal records as of October 31, 2023:

- Earned base salary or base wages for the period beginning on November 1, 2022 and ending on October 31, 2023
- Target bonuses for fiscal year 2023

The company selected the above compensation elements because they represent Keysight's principal broad-based compensation elements. For purposes of identifying the median employee, any compensation paid in foreign currencies was converted to US dollars based on the accounting rates as of October 31, 2023. These rates are set on the last workday of each month for the following month using current market rates. For example, the February accounting rate is set using market rates on January 31st. In identifying the median employee, the company considered all employees that joined Keysight through acquisitions during the last fiscal year and the company did not make any cost-of-living adjustments or exclude any foreign jurisdictions in accordance with Item 402(u) of Regulation S-K.

In determining the annual total compensation of the median employee, the employee's compensation was calculated in accordance with Item 402(c)(2)(x) of Regulation S-K, as required pursuant to the SEC executive compensation disclosure rules. This calculation is the same calculation used to determine total compensation for purposes of the Summary Compensation Table with respect to each of Keysight's NEOs.

References

2024 Proxy Statement   Page(s) 92 (pdf 106 of 173)

2-22 Statement on sustainable development strategy

Provide a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development:

Please see "Letter from Our CEO" in the Keysight 2023 CSR Report.

References

2023 CSR Report

Page(s) 2

2-23 Policy commitments

Describe policy commitments for responsible business conduct:

Keysight's SBC set forth the company's expectations for all employees regarding ethical business practices and legal compliance. For additional information on Keysight's commitment to responsible business conduct, please also see Keysight's Human Rights and Labor Standards Policy, Environmental Health and Safety Policy, Supplier Code of Conduct, Statement on Eradication of Slavery and Human Trafficking, Global Anti-Corruption Policy Summary, Statement on Conflict Minerals, and Customer Privacy Statement.

Describe specific policy commitments to respect human rights:

Keysight's Global Human Rights and Labor Standards Policy describes Keysight's commitment to promoting human rights and ethical labor practices wherever business is conducted.

In addition to complying with all laws in countries where Keysight has operations, Keysight acknowledges and respects the fundamental human rights and labor principles outlined in the following guidelines:

- Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- United Nations Sustainable Development Goals
- The Ten Principles of the UN Global Compact
- International Labour Organization Conventions
- OECD Guidelines for Multinational Enterprises
- US Uyghur Forced Labor Prevention Act (H.R. 6256)
- California Transparency in Supply Chains Act
- Modern Slavery Act 2015
- Responsible Business Alliance (RBA) Code of Conduct

Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this:

Standards of Business Conduct (SBC)

Global Human Rights and Labor Standards Policy

Environmental, Health and Safety (EHS) Policy

Supplier Code of Conduct

Statement on Eradication of Slavery and Human Trafficking

Global Anti-Corruption Policy Summary

Statement on Conflict Minerals

Customer Privacy Statement

Report the level at which each of the policy commitments were approved, including whether this is the most senior level:

The policy commitments are approved by executive management.

Report the extent to which the policy commitments apply to activities and business relationships:

Keysight's policy commitments apply to all Keysight business activities.

Describe how the policy commitments are communicated to workers, business partners, and other relevant parties:

All Keysight employees are trained on Keysight's SBC at onboarding, and all employees receive an annual refresher training on the SBC.

Comments

Keysight's Leadership Model (KLM) is the company's enabler to continuously deliver greater value to customers, shareholders, and employees. It is the philosophy that permeates every aspect of the company's operations – driving innovation, speed, and excellence in execution – and provides the structure for Keysight's values. Keysight values are the foundation of the company's corporate culture, governing and guiding the behavior of the company and individual employees. Based on the KLM, Keysight's culture is focused on five core values including speed and courage, uncompromising integrity, high performance, one Keysight, and social responsibility.

References

Director Code of Ethics

Keysight's Leadership Model (KLM)

Keysight: Supplier Compliance Expectation

2-24 Embedding policy commitments

Describe how policy commitments for responsible business conduct are embedded throughout activities and business relationships:

Keysight is committed to conducting business in an ethically responsible manner, with strategic and operational policies, procedures, and values that support transparency, sustainability, and legal compliance. The KLM is the company's enabler to continuously deliver greater value to customers, shareholders, and employees. It is the philosophy that permeates every aspect of our operations – driving innovation, speed, and excellence in execution. Uncompromising integrity and social responsibility are two of the KLM's core values.

Keysight regularly reviews its SBC and monitors emerging issues to confirm that its standards are appropriate to meet contemporary business challenges while adhering to Keysight's core values. Keysight has an Ethics Management System which was designed for continuous improvement of the company's ethics and compliance program, in support of Keysight's commitment to transparency, sustainability, and legal compliance.

All new employees receive SBC training as part of onboarding and for the eighth consecutive year 100% of employees completed annual SBC refresher training.

References

Standards of Business Conduct (SBC)

Keysight's Leadership Model (KLM)

2-25 Processes to remediate negative impacts

Describe the commitments to provide for or cooperate in the remediation of negative impacts caused or contributed to:

Keysight is committed to providing for, or cooperating in, the remediation of negative impacts that Keysight identifies that it has caused or contributed to. Information regarding Keysight's approach to identifying and addressing negative impacts are described in the corresponding information for the various material topics.

2-26 Mechanisms for seeking advice and raising concerns

Describe the mechanisms for individuals seek advice on implementing policies and practices for responsible business conduct:

Employees that have questions about how to apply Keysight's policies and practices for responsible business conduct can contact their manager or a member of local HR, Legal, or Internal Audit.

Describe the mechanisms for individuals to raise concerns about the organization's business conduct:

Keysight's Compliance Hotline is operated by an independent reporting service that allows individuals to communicate concerns anonymously (where available by law) and confidentially via telephone or internet, anytime day or night. The Compliance Hotline is available for individuals to report concerns of all types.

Keysight also has an Open Door Policy that allows employees to report concerns or grievances to any level of management. If an employee is uncomfortable speaking with their manager or other members of management for any reason, they can contact a member of HR or Legal. Non-employees can also contact their Keysight representative or Keysight's compliance team at legal.compliance@keysight.com with any concerns.

References

Standards of Business Conduct (SBC)

Compliance Hotline

2-27 Compliance with laws and regulations

Instances of Non-compliance with Laws and Regulations:

	FY 2023	FY 2022	FY 2021	FY 2020
Instances for which fines were incurred:	2	1	1	1
Instances for which non-monetary sanctions incurred:	0	0	1	1
Instances of non-compliance:	2	1	1	1
Describe significant instances of non-compliance:	In December 2022, Keysight's Santa Rosa, CA site was fined $29,168 relating to a pH excursion of industrial wastewater. In January 2023, Keysight's Santa Rosa, CA site finalized a settlement agreement with the United States Environmental Protection Agency (EPA) Region 9 related to hazardous water air emissions. Keysight agreed to pay a civil penalty of $32,000 per the terms of the settlement agreement.	In March 2022, Keysight United Kingdom (UK) office (Winnersh site) was fined approximately $24,000 USD for a late submission of an energy audit for the UK Environmental Agency. Keysight's submission was delayed due to Covid pandemic restrictions.	In August 2021, Keysight entered into a settlement agreement with the Directorate of Defense Trade Controls related to a disclosure the company made in 2018, agreeing to pay a nonmaterial civil penalty and the appointment of a Special Compliance Officer to help the company enhance and improve compliance measures related to the International Traffic in Arms Regulations and the Arms Export Control Act.	In June 2020 Keysight entered into a settlement agreement with the United States Office of Foreign Asset Control related to a voluntary self-disclosure the company made in in 2017, agreeing to pay a civil penalty and to maintain certain sanctions compliance measures for at least a five-year period.

Reporting currency:

USD

Monetary Value of Fines for Instances of Non-compliance with Laws and Regulations:

	FY 2023	FY 2022	FY 2021	FY 2020
Total monetary value of fines:	61,168	24,000	6,600,000	473,157

2-28 Membership associations

Industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role:

Various Business memberships such as Business for Social Responsibility (BSR) and Responsible Business Alliance (RBA) (as an Affiliate Member)
Various Industry memberships such as the International Electronics Manufacturing Initiative, International Telecommunications Standards Body, Institute of Electrical and Electronic Engineers (IEEE)
Various Technology memberships such as the HDMI Forum, Mobile Industry Processor Interface (MIPI) Alliance, Peripheral Component Interconnect Special Interest Group (PCI-SIG), Ethernet Alliance, 5G Automotive Association EV
Various regional and International Community memberships such as the Society of Women Engineers International, multiple regional Chamber of Commerce memberships

Comments

Keysight participates in myriad business, industry, technology, and community organizations that are local, national, and global. Participation helps the company achieve business and citizenship goals by enabling Keysight to work with other companies and associations on issues that affect our industry. Memberships also keep Keysight abreast of industry issues, emerging trends and best practices, and provide vehicles through which the company can contribute to and influence public policy. These are just a few of the many examples of these memberships.

2-29 Approach to stakeholder engagement

Describe approach to engaging with stakeholders:

Approach to stakeholder engagement

Keysight employs a multi-faceted approach to key stakeholder engagement.

Customers

Customers are engaged regularly to support their requirements working with Keysight solutions across the customer engagement cycle. Keysight utilizes input from such engagements as part of its CSR materiality assessment which is used as a basis for material CSR reporting elements. Customers are also engaged through satisfaction surveys based on recent transactions across one of four touch points — Business Center, Contact Center, Sales, or Service Customers. In these cases, after a recent transaction, customers receive email invitations with a link to a survey that gauges their satisfaction with the specified transaction. This data is reviewed and referenced as required by specific disclosure requests in Keysight's CSR reporting.

Employees

Keysight regularly utilizes survey platforms to engage the employee base in gauging sentiment and new innovation ideas related to specific top-of-mind topics. Regular performance reviews and discussions with immediate supervisors are implemented to discuss employee performance. These engagements are set in place annually based on the employee's Value Creation Plan and reviewed at least quarterly. Quarterly, or as needed, at locations around the world, sessions are conducted to provide updates on Keysight's business, country-specific updates, and to engage employees in Q&A sessions. Additionally, Keysight provides employees with several other feedback channels, including Keysight's Compliance Hotline and Open Door Policy.

Suppliers

Keysight compliance requirements are communicated through e-mail to all suppliers annually and to new suppliers during the supplier onboarding process. In addition, Keysight regularly audits and trains suppliers on expectations for supply chain sustainability and environmental health and safety. Such data is reviewed and referenced as required by specific disclosure requests through Keysight's CSR reporting. See Keysight's Supply Chain Management document for more information.

Shareholders

Quarterly earnings conference calls provide a scheduled discussion with shareholders related to Keysight's performance. Input and comments during these discussions are considered in the CSR materiality assessment used as basis for material CSR reporting elements. The Keysight annual shareholder meeting is open to all shareholders and provides an opportunity to vote on proposals. The company holds an investor day every few years as well. Input and comments during these meetings are considered in the CSR materiality assessment used as basis for material CSR reporting elements. Keysight shares updates and insights with investors at regular investor conferences as well. Input and comments during these conferences are considered in the CSR materiality assessment used as a basis for material CSR reporting disclosures. See the Keysight Investor Relations website for more details.

Communities

Keysight's worldwide community programs tangibly demonstrate its values and commitment to societal prosperity. Corporate engagement efforts are focused across education, environmental sustainability, and health and human services.

Identifying and selecting stakeholders

Keysight identifies external stakeholders based on the relevance of their industry and perspectives to Keysight's business, history of partnering and engagement with the company, and their expertise in relevant fields.

References

Investor Relations Website

Keysight's Supply Chain Management   Page(s) 2

2-30 Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements (%):

10%

Comments

Keysight meets all applicable laws, regulations, and standards where the company does business.

The following countries have collective bargaining agreements in place:

- Austria
- Belgium
- Brazil
- France
- Finland
- Italy
- Japan
- Korea
- Spain
- Sweden

GRI 3: Material Topics 2021

3-1 Process to determine material topics

Describe process to determine material topics:

See Keysight's 2023 CSR Report section on CSR Material Aspects for a complete description of the process for selecting the company's material topics.

Specify stakeholders and experts whose views informed process to determine material topics:

See Keysight's 2023 CSR Report section on CSR Material Aspects for a complete description of stakeholders included in the process for selecting the company's material topics.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

2023 CSR Report   Page(s) 29-34

3-2 List of material topics

Material Economic Topics

Economic Performance, Market Presence, Indirect Economic Impacts, Procurement Practice, Anti-corruption, Anti-competitive Behavior, Tax

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Material Environmental Topics

Materials, Energy, Water and Effluents, Biodiversity, Emissions, Waste, Supplier Environmental Assessment

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Material Social Topics

Employment, Labor Management Relations, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Non-discrimination, Freedom of Association and Collective Bargaining, Child Labor, Forced or Compulsory Labor, Security Practices, Rights of Indigenous Peoples, Local Communities, Supplier Social Assessment, Customer Health and Safety, Marketing and Labeling, Customer Privacy

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Report changes to the list of material topics compared to the previous reporting period:

Keysight conducted a formal CSR double materiality analysis most recently between late fiscal year 2023 into early fiscal year 2024 with the company's 2023 reporting aligned to these material topics. There have been no changes to the GRI material topics the company is reporting to. See the 2023 CSR Report for details on the materiality assessment approach and full listing of Keysight's CSR material aspects.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

2023 CSR Report   Page(s) 29-34

GRI 201: Economic Performance 2016

3-3 Management of material topics: Economic Performance

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure economic performance impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience" and "Ethical Business Practices" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

201-1 Direct economic value generated and distributed

Reporting Currency:

millions USD

Global Direct economic value generated and distributed (EVG&D) on an accruals basis

Direct Economic Value Generated	Economic Value Distributed					Economic Value Retained
Revenue	Operating Costs	Employee Wages and Benefits	Payments to Providers of Capital	Payments to Governments	Community Investments	[generated less distributed]
5,464	4,029		78	300		1,057

Describe the criteria used for defining significance:

Revenue has been disaggregated based on region and end-market to align with information regularly shared as part of external financial filings. Additionally, Keysight has disclosed revenue for each country exceeding 10% of total revenue.

Direct Economic Value Generated and Distributed (EVG&D) on an Accruals Basis

	Direct Economic Value Generated:	Economic Value Distributed:					Value Retained:
Country, Region, or Market Level	Revenues	Operating Costs	Employee Wages & Benefits	Payments to Providers of Capital	Payments to Governments	Community Investments	[generated less distributed]
Region – Americas	2,205						
Region – Europe	956						
Region – Asia Pacific	2,303						
End Market – Aerospace, Defense, and Government	1,250						
End Market – Commercial Communications	2,435						
End Market – Electronic Industrial	1,779						

Country – United States	1,928					
Country – China	1,005					

Comments

Keysight reports revenue, operating expenses, interest payments on debt, income tax accruals and non-operating income (expense) in the annual report and 10-K, and does not pay any dividends to its shareholders. Operating costs reported above are not material costs, product components, property rental, etc., and also include wages and benefits, and non-operating costs. Operating expenses are reported separately as "operating expense" and "non-operating" expenses". Payments to providers of capital is reported as "interest expense", and payments to government are reported as provision (benefit) for income tax, and value generated is reported as "net income". Keysight does not publicly report financial information to support the request for wages and benefits, payments to governments (except income tax payments), community investments, and the operating costs net of these categories of spending. Additionally, Keysight provides limited disclosure of earnings based on region, country, or market, limited only to revenue.

References

2023 Annual Report (10-K)   Page(s) 36, 54, 56, 67, 97 (pdf 41, 59, 61, 72, 102 of 114)

201-2 Financial implications and other risks and opportunities due to climate change

Reporting Currency:

USD

Risks Posed by Climate Change

Category	Description of Risk, Impact, and Management Methods	Financial Implications Before Taking Action	Costs of Actions
Physical	***Acute Physical Wildfire*** Description of Risk: Physical impacts of climate change, including increasing risks of wildfire, will affect Keysight offices, operations, and manufacturing facilities. Some of Keysight's facilities have been identified as having a higher risk of being impacted by wildfires, including its company headquarters in Santa Rosa, CA, as well as manufacturing and office sites in CA and CO. Keysight and its employees have already experienced significant impacts due to wildfires, and the company continues to monitor wildfire risks and activities globally throughout the year. The company also monitors potential wildfire impacts based on potential impact to sites and employees, including remote employees. Impact: Potential for increased operating costs and decreased revenue. Management Methods: Keysight's crisis management efforts employ a calculated approach and structure to minimize risk to operations, continue delivering to customers and business commitments, and support employees, their families, and the broader community as appropriate in the event of an emergency or disaster. The company mitigates wildfire risk impacts to its sites through landscape maintenance and vegetation management to minimize available natural fuels, adding fire breaks around site properties, and 24/7 security monitoring, among other actions. Keysight maintains a Wildfire Management Plan establishing a response team responsible for providing situation updates, facilitating outreach for impacted employees, coordinating assistance for impacted employees, and developing and distributing employee communications. Keysight developed an internal monthly wildfire outlook report with information pulled from the National Interagency Coordination Center and Canada's Natural Resources division. This report provides a rolling four-month outlook based on conditions and forecasts and is shared with members of the Wildfire-Natural Disaster Response Team. The company employs a number of strategies to mitigate the risk of catastrophic loss due to wildfire and other natural disasters. These strategies include stocking of critical parts and components, outsourcing certain manufacturing operations which support risk diversification, and establishing alternate manufacturing sites for in-house operations. In 2022, Keysight completed a significant infrastructure project to duplicate the Santa Rosa Precision Machining and Plating processes at the company's facilities in Colorado Springs to provide backup in the event of catastrophic loss due to a natural disaster and to create extra capacity for production when needed. On an ongoing basis, mitigation strategies are evaluated and enhanced as the company's risk profile evolves.	Potential for increased operating costs and decreased revenue.	Potential for increased expense to respond to and proactively mitigate against risk.

| Other: Market | **Increased cost of and access to raw materials**

Description of Risk: Keysight empowers the clean tech revolution by providing solutions for automotive, energy, network, communications and IoT companies to design, test, manufacture, and monitor next-generation environmentally sustainable product and service offerings.

In this clean technology space, including automotive and energy, competition for raw materials may increase with the renewable energy and electrification transition. Increased demand may drive up costs and potentially create scarcity impacts if raw material availability is restricted or regulated. Access to raw materials is important to Keysight's business, and increased costs of raw materials could increase direct costs for the company.

Impact: Potential for increased direct costs

Response to Risk: Keysight's response to this risk may include updating supplier strategies to improve prediction models for difficult-to-obtain resources, evolving short-term metrics around conflict minerals to include long-term risks, and continuing to improve the company's current system around conflict mineral transparency and demand monitoring. The cost of responding to this risk has not yet been fully assessed. The company will continue to review the risk and aims to provide an estimated cost of response to risk in future reporting. | Potential for increased direct costs. | Potential for increased expenses to respond to and proactively mitigate against risk. |
| Other: Technology | **Substitution of existing products and services with lower emissions options**

Description of Risk: A significant increase in energy costs could result in customer preferences shifting to lower energy-consuming products. Additionally, many companies are setting their own targets to reduce emissions in their operations which could result in customer preferences shifting to products with lower energy and emissions. Keysight products require energy while in use, and if the company does not meet potential future requests from customers to offer lower-energy products, there could be risk of customer attrition.

Impact: Potential for decreased revenue due to reduced demand for products and services

Response to Risk: Keysight's response to this risk may include additional measurement improvements of the energy consumption by Keysight instruments and identification of energy savings opportunities for the instruments, especially within the research and development process. By increasing product energy efficiency, the company can meet customer requirements as an early adopter. | Potential for decreased revenue due to reduced demand for products and services. | The cost of responding to this risk has not yet been fully assessed. |

Opportunities Posed by Climate Change

Category	Description of Opportunity, Impact, and Management Methods	Annual Financial Implications	Annual Costs of Actions to Develop Opportunity
Other: Markets	**_Access to New Markets_** Description of Opportunity: Keysight serves as a global innovation partner in the computing communications and electronics markets and delivers market-leading design, emulation, and test environments that help companies develop and bring their products to market faster and with less risk, throughout the product life cycle. The net zero transition will very likely lead to significant innovation in technology and create new markets designed to mitigate and adapt to climate change. Keysight has identified an opportunity to be a part of the solution while increasing revenues through these new and emerging markets, stemming from climate change. One emerging market is in automotive and energy solutions, specifically the electric vehicle (EV) transition. The EV transition will increase the demand for electronics and software content. Keysight aims to enable the advanced innovation for the automotive industry and drive operational excellence in design, emulation, and test capabilities. Impact: Potential for increased revenues through access to new and emerging markets Strategy to Realize Opportunity: Keysight's strategy to realize this opportunity may include amplified research efforts to improve market-analysis in speculative investment areas and long-term trends. Additionally, Keysight may define problems that need to be solved and refine the company's ESG-focused markets. Keysight has already expanded in the net zero transition, as the company empowers the clean tech revolution by providing solutions for automotive, energy, network, communications and IoT companies to design, test, manufacture and monitor next-generation environmentally sustainable product and service offerings. One specific example within the Automotive and Energy Solutions industry is Keysight's EV battery module test solution, which provides a comprehensive environment for developing, performing, and analyzing EV batteries.	Potential for increased revenues through access to new and emerging markets.	

Comments

In 2023, Keysight completed the company's first quantitative climate-scenario analysis, covering a range of warming trajectories from 1.5°C to 3.3°C. The results of the scenario analysis were presented in Keysight's first standalone Taskforce on Climate-related Financial Disclosures (TCFD) Report. This report recognizes the impacts of climate change and highlights the company's commitment to mitigate and adapt to the identified risks and opportunities by ensuring they are addressed within its business strategy. Keysight's 2023 TCFD Report follows the recommended TCFD framework, including governance, strategy, risk management, and metrics and targets.

References

Keysight: All Annual Reports and Proxy Statements

Crisis Management: Keysight's Business Continuity and Response to Crisis Events

CSR Pillar: Our Solutions

Keysight's Response to Climate Change

Keysight's 2023 TCFD Report

201-3 Defined benefit plan obligations and other retirement plans

Describe the level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact:

Participation in regional or country-based schemes.

Comments

Please refer to Keysight's 2023 Annual Report "Retirement Plans and Post-Retirement Benefit Plans" section starting on page 83.

References

2023 Annual Report (10-K)   Page(s) 83-90 (pdf 88-95 of 114)

201-4 Financial assistance received from government

Reporting Currency:

USD

Tax Relief/Credits (by country)

Country	2023	2022	2021	2020
Foreign Tax Relief	95,000,000	81,000,000	70,000,000	53,000,000
Total tax relief/credits:	95,000,000	81,000,000	70,000,000	53,000,000

Investment Grants, Research and Development Grants, and Other Relevant Types of Grants (by country)

Country	2023	2022	2021	2020
Grants received from arrangements	4,000,000			
Total investment grants, research and development grants, and other relevant types of grants:	4,000,000			

Identify the extent to which any government is present in the shareholding structure:

None

References

Keysight: All Annual Reports and Proxy Statements

Investor Relations Website

GRI 202: Market Presence 2016

3-3 Management of material topics: Market Presence

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure market presence impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovation in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

Ratio of Employee Entry Level Wages to the Minimum Wage at Significant Locations of Operations

			2023	2022	2021	2020
Significant location of operations	Local minimum wage	Gender or Total Workforce	Ratio of entry level wage to minimum wage	Ratio of entry level wage to minimum wage	Ratio of entry level wage to minimum wage	Ratio of entry level wage to minimum wage
United States	Exists	Total Workforce	1.23	1.23	1.24	1.34
Malaysia	Exists	Total Workforce	1	1	1.08	1.01

Describe the criteria used for defining 'significant locations of operation':

An employee population greater than 2,000.

Comments

Keysight tracks the ratio of entry level wages to minimum wage but does not disclose the minimum wage used publicly.

202-2 Proportion of senior management hired from the local community

Senior Managers Hired From The Local Community

Location of Operation	Senior Management Hired from Local Community
Americas	100%

Describe the criteria used for defining 'senior management':

Job classifications of Executive I and above.

Describe the criteria used for defining 'local':

Refer to GRI standard glossary.

Describe the criteria used for defining 'significant locations of operation'.

An employee population greater than 2,000.

Comments

In fiscal year 2023, Keysight had two Executive-level hires with no relocation. Both executive hires were hired from the local community (United States).

GRI 203: Indirect Economic Impacts 2016

3-3 Management of material topics: Indirect Economic Impacts

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure indirect economic impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the area of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Diversity, Equity, and Inclusion" and "Ethical Business Practices" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

203-1 Infrastructure investments and services supported

Infrastructure Investments and Services Supported:

Name of investment/service	Extent of development of significant infrastructure investments and services supported:	Current or expected (positive and negative) impacts on communities and local economies:	Investments and Services Type
Bochum, Germany, New Site Investment	Keysight completed a significant infrastructure project in 2023 to consolidate and provide opportunities for growth for Keysight's Automotive and Energy Solutions (AES) business by constructing a new facility in Bochum, Germany. The new building provides a workspace for approximately 215 Keysight employees, in addition to 20 contingent workers, that are mostly students. The site held an opening ceremony in October 2023, with the mayor, developer representatives, and other officials present.	The action provides major investment from construction contracts into Bochum, Germany, during project development, and it demonstrates Keysight's long term commitment to this location in terms of jobs, ongoing investment, and presence in the community.	Commercial

References

Keysight Invests in New Technology Centre in Germany

203-2 Significant indirect economic impacts

Examples of indirect economic impacts, both positive and negative:

Keysight does not measure significant indirect economic impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in the development of communications, automotive, and energy innovations that support clean technology, social impact and wellness, and safety and security.

Describe the significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas:

Keysight does not directly track indirect economic impacts in the context of external benchmarks.

Comments

Keysight's CSR vision is to build a better planet by accelerating innovation to connect and secure the world through its hardware, software, and services solutions, and employing a global business framework of ethical, environmentally sustainable, and socially responsible operations.

Please see Keysight's "Key Impact Results for FY 2023" in the company's annual CSR report.

References

2023 CSR Report   Page(s) 13

Reason For Omission

Information Unavailable/Incomplete
There are no steps being taken to obtain this data.

GRI 204: Procurement Practices 2016

3-3 Management of material topics: Procurement Practice

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure procurement practices impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" and "Sustainable Supply Chain" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight seeks to establish excellent, long-term working relationships with suppliers through mutual performance expectation, supplier performance evaluation, and supplier performance improvement plans to ensure continuous progress. The company has developed supplier sourcing processes to qualify the best suppliers that meet Keysight's needs in technology, quality, responsiveness, delivery, cost, environmental and social responsibilities. On top of this, the company verifies the potential supplier against the Restricted Parties List, US restricted and the Embargo Country List to ensure that any prohibited suppliers of the US government or authorities are not added into the company's supply chain. As a proactive measure to avoid any supply chain disruptions, Keysight performs a financial health check to validate the stability of its financial situation.

Only qualified suppliers that fulfill Keysight requirements and provide competitive quotations are awarded Keysight business. Their performance will be measured and evaluated from time to time to ensure that they continuously meet Keysight's expectations. Supplier improvement plans will be initiated to ensure their continued growth, whilst delivering products of the highest quality and reliability.

In the United States, Keysight established a Small Business/Supplier Diversity Program to build strategic and collaborative relationships with small businesses, veteran-owned businesses, and minority-owned businesses with the procurement of materials, components, equipment, supplies, and services.

All of Keysight's expectations and requirements are outlined in its Supplier Code of Conduct and Purchase Order Terms and Conditions. These requirements are communicated to all suppliers, along with an established supplier resources webpage, that is available with information about Keysight's collaborative practices.

In addition, Keysight also monitors its compliance towards regulations related to human rights issues, involving Uyghurs and other Muslim minority groups, within the Xinjiang Uyghur Autonomous Region (XUAR) region of China. The company conducts semi-annually Xinjiang Supply Chain Screening to ensure the company does not source directly from the Uyghur Forced Labor Prevention Act (UFLPA) list, which is maintained by the US Department of Homeland Security. Based on the screening outcome, none of the prohibited entities were found within the company's supply chain.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Keysight: Supplier Compliance Expectation

CSR Management System

Purchase Order Terms and Conditions

Supplier Code of Conduct

Keysight: Supplier Resources

Keysight's Supply Chain Management

204-1 Proportion of spending on local suppliers

Describe the criteria used for defining 'local":

Keysight has an established procurement policy and management approach to purchase industry standard materials and services at competitive prices from qualified suppliers. The wide range of suppliers with global presence enables Keysight to fulfill customer needs in a timely manner.

Describe the criteria used for defining 'significant locations of operation':

Keysight's operation team is globally located.

Comments

In the US, Keysight established a Small Business / Supplier Diversity Program to build strategic and collaborative relationships with small businesses, veteran-owned businesses, and minority-owned businesses with the procurement of materials, components, equipment, supplies, and services.

References

Keysight's Supply Chain Management

Reason For Omission

Not applicable
This is not applicable to Keysight. The company has a global supplier base and a global operation team to fulfill its customer's need efficiently and effectively.

GRI 205: Anti-corruption 2016

3-3 Management of material topics: Anti-corruption

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure anti-corruption impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. In addition, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting the company's commitment to transparency, sustainability, and legal compliance. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight's approach to anti-corruption compliance has three main aspects: policies, training, and assessments. Keysight's SBC addresses bribery and corruption, and the company maintains a standalone anti-corruption policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with anti-corruption laws. Both its annual SBC and sales compliance courses have touched upon or focused on anti-corruption in the past. Keysight also conducts regular risk assessments aimed at determining the company's corruption and bribery risk. These include due diligence reviews of Keysight resellers, and top-down risk assessments of business units with Keysight executives. In addition to these efforts, Keysight also includes specific contract provisions for its resellers explicitly requiring adherence to the Foreign Corrupt Practices Act (FCPA) and UK Bribery Act.

Keysight's broad and proactive approach to anti-corruption compliance has put the company in a strong position to do business globally while minimizing the risk that bribery and corruption present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions. Likewise, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting the company's commitment to transparency, sustainability, and legal compliance.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)

CSR Management System

Global Anti-Corruption Policy Summary

205-1 Operations assessed for risks related to corruption

Business Units Analyzed for Risks Related to Corruption

	2023	2022	2021	2020
Percentage of business units analyzed for risks related to corruption	100%	100%	100%	100%

Report significant risks related to corruption identified through the risk assessment:

The results of Keysight's risk assessments are confidential.

205-2 Communication and training about anti-corruption policies and procedures

Communication and Training about Anti-Corruption Policies and Procedures

	2023		2022		2021		2020	
Communication on anti-corruption policies and procedures	Total	Percentage (%)	Total	Percentage (%)	Total	Percentage (%)	Total	Percentage (%)
Governance body members:	11	100%	11	100%	10	100%	9	100%
Employees:	14,900	100%	15,000	100%	14,300	100%	14,155	100%
Business partners:	2,102		1,551		575		1,017	
Governance body members:	0	0%	0	0%	0	0%	0	0%
Employees:	3,262		15,000	100%	6,303		950	

Has the organization communicated its anti-corruption policies and procedures to other persons or organizations?

Yes, Keysight communicates its anti-corruption expectations to business partners and suppliers.

Comments

Keysight's SBC, the company's governing policy for ethics and integrity, addresses bribery and corruption. All new employees complete SBC training as part of onboarding and that version of the training is also available to other employees on demand. In addition, all employees take an annual SBC refresher training.

References

Standards of Business Conduct (SBC)

205-3 Confirmed incidents of corruption and actions taken

Reason For Omission

Confidentiality Constraints
Keysight conducts thorough investigations into any allegations of misconduct by employees, directors, and officers. The results of these investigations are kept confidential unless disclosure is appropriate and legally permissible.

GRI 206: Anti-competitive Behavior 2016

3-3 Management of material topics: Anti-competitive Behavior

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure anti-competitive behavior impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. In addition, Keysight's Ethics Management Systems governs the company's ethics and compliance program while supporting the company's commitment to transparency, sustainability, and legal compliance. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight's approach to anti-competitive behavior has three main aspects: policies, training, and assessments. Keysight's SBC addresses anti-competitive behavior, in addition to the company's standalone antitrust policy. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with competition laws. Both Keysight's annual SBC and sales compliance courses have touched upon or focused on antitrust in the past. Keysight also conducts regular risk assessments that touch upon the company's competition law risk. These include due diligence reviews of Keysight resellers and top-down risk assessments of business units with Keysight executives. In addition to these efforts, Keysight also includes specific contract provisions for its resellers covering compliance with competition laws.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions. Likewise, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting the company's commitment to transparency, sustainability, and legal compliance.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)   Page(s) 25-28

CSR Management System

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

	2023	2022	2021	2020
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices:	1	1	1	1

Report the main outcomes of completed legal actions, including any decisions/judgments:

Keysight is cooperating with Brazil's Administrative Council for Economic Defense (CADE) in that agency's investigation of potential anticompetitive conduct in the test and measurement industry in Brazil. Keysight is committed to conducting business according to the law and does not anticipate any fines resulting from CADE's investigation.

GRI 207: Tax 2019

3-3 Management of material topics: Tax

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure tax impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI topic as material based on alignment with the company's material CSR aspects. This topic most aligns with Keysight's "Business Resilience" and "Ethical Business Practices" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

207-1 Approach to tax

Does the organization have a tax strategy?

Yes. Please attach public reference, if available

Describe the approach to regulatory compliance:

Keysight maintains internal policies and procedures supporting its tax control framework. The company takes a responsible approach to tax planning, conducting tax planning in accordance with the commercial needs of the business as well as applicable tax rules and regulations. Keysight's tax function partners with the business in decision making and provides appropriate input into business proposals to ensure a clear understanding of tax consequences. Keysight employs diligent professional care and judgement and implements governance policies and processes to proactively identify, evaluate, monitor, and manage tax risks. Keysight will seek external advice in respect of any risks if necessary. Keysight is committed to the principles of openness and transparency in its dealings with local tax jurisdictions. Keysight engages in open and early dialogue with local tax jurisdictions and responds to queries, information, and clearance requests in a timely fashion.

References

Keysight: All Annual Reports and Proxy Statements

207-2 Tax governance, control, and risk management

Report the governance body or executive-level position within the organization accountable for compliance with the tax strategy:

Keysight's Chief Financial Officer is responsible for Keysight's overall tax risks, while the active management of tax risks is overseen by Keysight's Vice President of Taxation.

Comments

Keysight maintains internal policies and procedures supporting its tax control framework. The company takes a responsible approach to tax planning, conducting tax planning in accordance with the commercial needs of the business as well as applicable tax rules and regulations. Keysight's tax function partners with the business in decision making and provides appropriate input into business proposals to ensure a clear understanding of tax consequences. Keysight employs diligent professional care and judgement and implements governance policies and processes to proactively identify, evaluate, monitor, and manage tax risks. Keysight will seek external advice in respect of any risks if necessary. Keysight is committed to the principles of openness and transparency in its dealings with local tax jurisdictions. Keysight engages in open and early dialogue with local tax jurisdictions and responds to queries, information, and clearance requests in a timely fashion.

References

Keysight: All Annual Reports and Proxy Statements

207-3 Stakeholder engagement and management of concerns related to tax

Describe the approach to engagement with tax authorities:

Keysight maintains internal policies and procedures supporting its tax control framework. The company takes a responsible approach to tax planning, conducting tax planning in accordance with the commercial needs of the business as well as applicable tax rules and regulations. Keysight's tax function partners with the business in decision making and provides appropriate input into business proposals to ensure a clear understanding of tax consequences. Keysight employs diligent professional care and judgement and implements governance policies and processes to proactively identify, evaluate, monitor, and manage tax risks. Keysight will seek external advice in respect of any risks if necessary. Keysight is committed to the principles of openness and transparency in its dealings with local tax jurisdictions. Keysight engages in open and early dialogue with local tax jurisdictions and responds to queries, information, and clearance requests in a timely fashion.

References

Keysight: All Annual Reports and Proxy Statements

207-4 Country-by-country reporting

References

Keysight: All Annual Reports and Proxy Statements

Reason For Omission

Confidentiality Constraints
Keysight reports financial, economic, and tax-related information at the enterprise level in the annual report and 10-K. Keysight does not publicly report financial information for local tax jurisdictions.

GRI 301: Materials 2016

3-3 Management of material topics: Materials

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure materials impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI topic as material based on alignment with the company's material CSR aspects. This topic most aligns with Keysight's "Business Resilience" and "Circular Economy" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight promotes quality of materials within the organization through supplier audits, shipment and delivery metrics, inhouse testing, and environmental requirements through the company's General Specification for the Environment (GSE). These practices are extended through the supply chain and expect suppliers to comply to Keysight's quality requirements and conditions which include the Supplier Code of Conduct. Keysight's quality requirements are outlined in the company's Purchase Order Terms and Conditions, and are communicated to all suppliers. Keysight also has an established supplier resources webpage with details of quality requirements.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Keysight: Supplier Resources

CSR Pillar: Responsible Sourcing

General Specification for the Environment (GSE)

Reason For Omission

Information Unavailable/Incomplete
Keysight produces over 30,000 product and option combinations of highly complex test and measurement products. It is not possible to provide this information with a portfolio of this scale.

301-2 Recycled input materials used

References

Keysight: Product Take-Back Program (WEEE)

Reason For Omission

Information Unavailable/Incomplete
Keysight produces over 30,000 product and option combinations of highly complex test and measurement products. It is not possible to provide this information with a portfolio of this scale.

301-3 Reclaimed products and their packaging materials

Reclaimed Products and their Packaging Materials

Category of product sold	% of reclaimed products and their packaging materials in 2023	% of reclaimed products and their packaging materials in 2022	% of reclaimed products and their packaging materials in 2021	% of reclaimed products and their packaging materials in 2020
B2B professional	0%	0%	0%	0%

Describe how the data for this disclosure has been collected:

While Keysight operates a take-back program, all customers manage end-of-life equipment through their business-to-business (B2B) waste processes.

Comments

Keysight maintains an external Quality and Security website with information about revised product take-back content and links to Technology Refresh Services and the company's Product Take-Back Program.

Keysight meets the requirements of government mandated take-back programs. Keysight Remarketing Solutions is dedicated to recovering older instruments for the purpose of resale. For a certain segment of its customers (e.g., start-ups, academics, etc.), these pre-owned instruments offer a competitively priced alternative to buying a new instrument. As a company, Keysight is using fewer environmental resources to manufacture new products to meet this customer demand. Keysight offers a variety of trade-in programs specifically designed to help customers safely dispose of or recycle used instrumentation. The program is currently deployed in several countries, with expansion of these programs being considered.

References

Keysight: Product Take-Back Program (WEEE)

Circular Economy Contributions

Keysight: Trade In

Keysight: Quality and Security

Keysight: Technology Refresh Services

GRI 302: Energy 2016

3-3 Management of material topics: Energy

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure energy impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience", "Circular Economy," and "Climate Change Mitigation and Energy" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include ISO 14001:2015, EHS, and GSE.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Keysight's Response to Climate Change

General Specification for the Environment (GSE)

Circular Economy Contributions

Environmental, Health and Safety (EHS) Policy

ISO 14001:2015 Certificate

302-1 Energy consumption within the organization

Consumption by Fuel Type (Renewable)

Unit				
Gigajoules (GJ)				
Fuel Type	2023	2022	2021	2020
Solar	31,922	16,427	5,317	5,479
Total consumption from renewable fuel sources:	31,922	16,427	5,317	5,479

Consumption by Fuel Type (Non-Renewable)

Unit				
Gigajoules (GJ)				
Fuel Type (Non-renewable)	2023	2022	2021	2020
Natural Gas	189,131	158,547	176,414	175,494
Vehicle Fuel	69,450	54,660	63,382	68,020
Propane	2,194	803	675	857
Diesel Fuel	2,234	2,487	1,019	915
Total consumption from non-renewable fuel sources:	263,010	216,497	241,490	245,286

Energy Consumed

Unit				
Gigajoules (GJ)				
Energy Type	2023	2022	2021	2020
Electricity Consumed	630,977	636,847	640,208	621,591
Total electricity, heating, cooling, and steam consumed	630,977	636,847	640,208	621,591

Standards, methodologies, and assumptions used to calculate and measure energy consumption, with a reference to the calculation tools used:

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

Data entries may not sum to total due to rounding.

Source of the conversion factors used:

IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]

Comments

Fuel Cell Technology - Based on the GHG Protocol Scope 2 Guidance, Keysight is reporting the electricity produced by the fuel cell systems installed onsite that are owned and operated by a third-party, as scope 2 and reporting in "Electricity Consumed".

Due to some data unavailability and delays, a small percentage of provided emissions and energy data are estimated using an accrual method. Keysight will update its emissions and energy inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol to align with the SBTi requirements for their approved targets. The company updated historical energy data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee, the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the energy consumed at the site to the lessor. This reporting year, the company added all energy used at owned sites to its energy inventory to align with the updated interpretation of operational control.

Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the company reported the energy allocated to Keysight from this site in its inventory. This reporting year, the company removed the energy previously allocated to Keysight at this site from its operational control and energy data inventory.

Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Natural gas	- 3%	- 2%	- 1%	- 2%
Electricity	+ 3%	+ 3%	+ 3%	+ 3%
Total energy	+ 2%	+ 2%	+ 2%	+ 2%

References

Keysight's Response to Climate Change

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

302-2 Energy consumption outside of the organization

References

Keysight's Response to Climate Change

Reason For Omission

Information Unavailable/Incomplete
Keysight does not report the energy consumed outside the organization, however, the company calculates and reports the following scope 3 categories as GHG emissions in tCO2e:

- Purchased goods and services
- Capital goods
- Fuel and energy related activities
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Upstream leased assets
- Downstream transportation and distribution
- Use of sold products
- End-of-life treatment of sold products

302-3 Energy intensity

Energy Intensity

	2023	2022	2021	2020
Numerator	257,199	237,040	239,863	235,378
Denominator	5,863,053	5,822,014	5,892,608	6,011,619
Energy Intensity	0.04	0.04	0.04	0.04

Organization-specific metric (the denominator) chosen to calculate the ratio:

Area of facilities within operational control (square foot).

Types of energy measured in energy intensity ratio

Fuel, Electricity, Heating, Cooling

Explain whether the ratio uses energy consumption within the organization, outside of it, or both:

Energy intensity is calculated using energy consumed (MWh) and area of facilities within operational control (sqft).

Comments

Square footage based on all sites within Keysight's operational control boundary, by year.

Usage includes energy (MWh) from natural gas, stationary fuel (diesel and propane), vehicle fuel, and electricity, including renewable sources (solar).

Due to some data unavailability and delays, a small percentage of provided emissions and energy data are estimated using an accrual method. Keysight will update its emissions and energy inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol to align with the SBTi requirements for their approved targets. The company updated historical energy data accordingly from fiscal year 2019 through fiscal year 2022.

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Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Natural gas	- 3%	- 2%	- 1%	- 2%
Electricity	+ 3%	+ 3%	+ 3%	+ 3%
Total energy	+ 2%	+ 2%	+ 2%	+ 2%

References

Keysight's Response to Climate Change

302-4 Reduction of energy consumption

Reduction of Energy Consumption

	Unit	2023	2022	2021	2020
Fuel	Megawatt-hour (MWh)	3,829			
Electricity	Megawatt-hour (MWh)	6,829	3,032	1,112	1,050
Total Energy Saved	Megawatt-hour (MWh)	10,658	3,032	1,112	1,050

Types of energy included

Electricity, Fuel

Basis for calculating reductions in energy consumption (e.g. base year / baseline), and the rationale for choosing it:

Reductions of energy consumption are calculated based on estimated annual energy savings per project or initiative. Fiscal year 2019 has been set as the baseline for Keysight's target for net zero emissions in company operations and interim energy reduction goals.

Standards, methodologies, and assumptions used:

Energy reduction projects and estimated energy savings are identified through third-party energy audits, site leads, project managers, and / or external consultants.

Comments

As part of the company's efforts in energy conservation and reduction, in fiscal year 2023, Keysight initiated a global employee education and communications plan, and implemented over 20 conservation infrastructure projects worldwide. Energy conservation projects included heating, ventilation, and air conditioning (HVAC) efficiency improvements, and lighting system upgrades.

References

Keysight's Response to Climate Change

Reason For Omission

Information Unavailable/Incomplete
Keysight has not set an objective for energy reduction for new product introductions in 2023. Industry and regulatory requirements on the external power supplies continue to drive power supply efficiency and improvements.

GRI 303: Water and Effluents 2018

3-3 Management of material topics: Water and Effluents

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure water and effluents impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience" and "Circular Economy" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include ISO 14001:2015, EHS, and GSE.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

As part of the company's efforts in energy conservation and reduction, in fiscal year 2023, Keysight initiated a global employee education and communications plan, and implemented over 20 conservation infrastructure projects worldwide. Energy conservation projects included heating, ventilation, and air conditioning (HVAC) efficiency improvements, and lighting system upgrades.

References

CSR Management System

General Specification for the Environment (GSE)

Environmental, Health and Safety (EHS) Policy

Keysight's Water Use and Stewardship

ISO 14001:2015 Certificate

303-1 Interactions with water as a shared resource

Describe how your organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff):

Water is directly used by Keysight in operational processes such as the wafer fab and micro part processing at manufacturing sites. Water is also indirectly used in operations primarily for consumption (e.g., drinking water, restrooms, and cafeterias), irrigation, and chiller systems. Additionally, the company recognizes that water is an important resource upstream for many of its suppliers. Keysight products have minimal water impacts downstream, in the customer stage of its value chain. Most of Keysight's products and solutions do not require water during use. Keysight does not anticipate any significant change in water dependency for its direct or indirect operations in the future.

Keysight recognizes that water is a limited and valuable natural resource. Although Keysight does not withdraw or consume a significant amount of water, access to water is important to its operations and the communities where Keysight operates. Therefore, Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving its environmental sustainability and management systems, including water stewardship, to support the business and local communities.

Describe the approach used to identify water-related impacts, including the scope of assessments, timeframes, and any tools or methodologies used:

Risks of drought and changing water quality exist, and Keysight completes a thorough review of its sites in water stressed areas to identify water preservation opportunities. The company takes the necessary steps to reduce its exposure to water-related risks through conservation efforts and onsite water treatment and reclaim facilities.

Keysight uses the World Resources Institute (WRI) Aqueduct Water Risk Atlas to determine water stress. The company inputs the location of all sites in its operational control for water-related activities to determine the water stress level. Keysight considers sites to be in areas with water stress if the level is "high" or "extremely high". By using the WRI aqueduct tool, Keysight can analyze which sites may be most impacted by drought conditions in the future. The results of the WRI aqueduct analysis are presented to the appropriate Workplace Solutions teams, that are responsible for management of operational infrastructure and the global real estate.

Describe how water-related impacts are addressed, including how your organization works with stakeholders to steward water as a shared resource, and how you engage with suppliers or customers with significant water-related impacts:

Keysight continues to prioritize water conservation in its operations. The company's water-related goals include a prioritized focus on sites from areas with water stress, as defined by the WRI aqueduct tool. At some key sites, Keysight has an internal goal to evaluate alternatives to freshwater withdrawal.

Keysight has a goal to promote its water data transparently, both externally, and with its employees and with key internal decision-makers. Keysight evaluates water data year-over-year, assessing trends, and making sure data is visible and transparent. Keysight believes transparent communication will help raise awareness of the water-related activities at all sites in operational control, with a focus on sites in areas with high water stress. The company has set this goal on an annual basis, in an effort to identify water-savings opportunities.

Additionally, Keysight conducts internal audits to evaluate climate related risk, including water, on a biannual cycle. With the results from the analysis, the company identifies the opportunities for improvement and Keysight ranks the top risks that require its attention for improvement / intervention. These results are communicated to the Workplace Solution's Vice President and team for their review. Based on management decisions, projects and budgets will be allocated accordingly to the areas of need.

Explain the process for setting water-related goals and targets that are part of the approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress:

Keysight reports annually on its water consumption and conservation activities. The company regularly assess for water-related risks that could impact business, using the WRI Aqueduct Water Risk Atlas to review water stress in areas where Keysight operates. This method of assessment was part of its ISO 14001:2015 certified company-wide Environmental Management System (EMS), which is essential and instrumental in driving continuous reduction of adverse environmental impacts from the company's operations and products.

References

CDP Water Security Questionnaire

Keysight's Water Use and Stewardship

2023 CSR Report   Page(s) 14-16

303-2 Management of water discharge-related impacts

Describe any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined:

All discharged water goes directly to the municipality. Keysight operates onsite wastewater treatment plants at several sites including Santa Rosa, CA, Santa Clara, CA, and Colorado Springs, CO. An example of the treatment is a pH adjustment to within permit levels before discharging to the municipality. Treated water is reused, where viable, for landscape irrigation and in certain process systems.

All onsite wastewater treatment facilities treated the water according to the regulated permit by the local municipalities.

References

CDP Water Security Questionnaire

Keysight's Water Use and Stewardship

303-3 Water withdrawal

Total Water Withdrawal (Megaliters)

	2023	2022	2021	2020
Groundwater	24.96	15.37	17.77	21.17
Third-party water	849.18	744.17	798.09	869.15
Total water withdrawal	874.14	759.54	815.87	890.32

Withdrawal from Water Stressed Areas (Megaliters)

	2023	2022	2021	2020
Third-party water	119.79	139.90	125.19	115.29
Total water withdrawal from areas with water stress	119.79	139.90	125.19	115.29

Groundwater Breakdown (Megaliters)

	2023	2022	2021	2020
Freshwater (total)	24.96	15.37	17.77	21.17

Third-party Water Breakdown (Megaliters)

	2023	2022	2021	2020
Other water (total)	849.18	744.17	798.09	869.15

Contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used:

Data from water bills are provided by municipal water suppliers, but the third-party water breakdown is not included. Keysight uses the WRI Aqueduct Water Risk Atlas to determine water stress. The company inputs the location of all sites under its operational control for water-related activities to determine the water stress level. Keysight considers sites to be in areas with water stress if the level is "high" or "extremely high". By using the WRI aqueduct tool, Keysight can analyze which sites may be most impacted by drought conditions in the future. The results of the WRI aqueduct analysis are presented to the appropriate Workplace Solutions teams, which are responsible for management of operational infrastructure and global real estate.

Data entries may not sum to total due to rounding.

Comments

Water is directly used by Keysight in operational processes such as the wafer fab and micro part processing at manufacturing sites. Water is also indirectly used in operations primarily for consumption (e.g., drinking water, restrooms, and cafeterias), irrigation, and chiller systems. Additionally, the company recognizes that water is an important resource upstream for many of its suppliers. Keysight products have minimal water impacts downstream, in the customer stage of its value chain. Most of Keysight's products and solutions do not require water during use. Keysight does not anticipate any significant change in water dependency for its direct or indirect operations in the future.

Keysight recognizes that water is a limited and valuable natural resource. Although Keysight does not withdraw or consume a significant amount of water, access to water is important to its operations and the communities where Keysight operates. Therefore, Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving its environmental sustainability and management systems, including water stewardship, to support the business and local communities.

Risks of drought and changing water quality exist, and Keysight completes a thorough review of its sites in water stressed areas to identify water preservation opportunities. The company takes the necessary steps to reduce its exposure to water-related risks through conservation efforts and onsite water treatment and reclaim facilities.

Due to some data unavailability and delays, a small percentage of provided water data are estimated using an accrual method. Keysight will update its water inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

Apex Companies, LLC conducted an independent verification of Keysight's water withdrawal, water discharge, and water consumption for fiscal year 2023. Please refer to the attached relevant Water Independent Limited Assurance Statement.

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol. The company updated historical water data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee, the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the water withdrawn and discharged at the site to the lessor. This reporting year, the company added all water withdrawn, discharged, and consumed at owned sites to its water data inventory to align with the updated interpretation of operational control.

Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the company reported the water data allocated to Keysight from this site in its water data inventory. This reporting year, the company removed the water data previously allocated to Keysight at this site from its operational control and water data inventory.

For all revised water data that were previously verified, the company completed a new independent verification of the updated water data, which can be viewed on the CSR Resources Hub website. Please refer to the relevant attached documentation.

Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Water withdrawal	+ 7%	+ 8%	+ 8%	+ 8%
Water discharge	+ 9%	+ 11%	+ 12%	+ 12%
Water consumption	0%	- 2%	- 2%	- 1%

References

Keysight's Water Use and Stewardship

CSR Resources Hub

FY 2022 Water Independent Limited Assurance Statement - Restatement

FY 2023 Water Independent Limited Assurance Statement

303-4 Water discharge

Total Water Discharged (Megaliters)

	2023	2022	2021	2020
Groundwater	24.96	15.37	17.77	21.17
Third-party water	691.69	576.20	651.98	669.75
Total water discharged	716.65	591.57	669.75	690.92

Discharge by Total Dissolved Solids Category (Megaliters)

	2023	2022	2021	2020
Freshwater	637.12	511.12	589.65	639.53

Discharge to Water Stressed Areas by Total Dissolved Solids Category (Megaliters)

	2023	2022	2021	2020
Freshwater	79.52	80.45	80.10	51.39

Priority substances of concern for which discharges are treated:

No substances of concern from Colorado Springs, CO. Colorado Springs treated the water according to the pH limit regulated by the Colorado Springs Utility. No substances of concern for Santa Clara, CA. Santa Rosa treated the water according to the regulated permit by the Santa Rosa Utility. All water is discharged directly to the municipality.

Contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used:

The Santa Rosa, CA site had three instances in fiscal year 2023 of occasions on which discharge limits were exceeded.

Additional Information

	2023	2022	2021	2020
The number of occasions on which discharge limits were exceeded	3	2	0	0

A Breakdown of Total Water Discharge to All Areas by Level of Treatment (Megaliters)

	2023	2022	2021	2020
Tertiary	81.82	60.94	64.24	32.70

How the treatment levels (primary, secondary, and tertiary) were determined:

All onsite wastewater treatment facilities treat the water according to the regulated permits by the local municipalities.

Comments

Water is directly used by Keysight in operational processes such as the wafer fab and micro part processing at manufacturing sites. Water is also indirectly used in operations primarily for consumption (e.g., drinking water, restrooms, and cafeterias), irrigation, and chiller systems. Additionally, Keysight recognizes that water is an important resource upstream for many of its suppliers. Keysight products have minimal water impacts downstream, in the customer stage of our value chain. Most of its products and solutions do not require water during use. Keysight does not anticipate any significant change in water dependency for its direct or indirect operations in the future.

All discharged water goes directly to the municipality. Keysight operates onsite wastewater treatment plants at several manufacturing sites including Santa Rosa, CA, Santa Clara, CA, and Colorado Springs, CO. An example of the treatment is a pH adjustment to within permitted levels before discharging to the municipality. Treated water is reused, where viable, for landscape irrigation and in certain process systems.

Due to some data unavailability and delays, a small percentage of provided water data are estimated using an accrual method. Keysight will update its water inventory as data becomes available, and any cumulative changes that total more than +/-5% will be updated in future reporting cycles.

Apex Companies, LLC conducted an independent verification of Keysight's water withdrawal and water discharge, which were used to calculate water consumption, for fiscal year 2023. Please refer to the attached relevant Water Independent Limited Assurance Statement.

In fiscal year 2023, Keysight amended their interpretation of operational control for specific leasing arrangements based on the GHG Protocol. The company updated historical water data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the water withdrawn and discharged at the site to the lessor. This reporting year, the company added all water withdrawn, discharged, and consumed at owned sites to their water data inventory to align with their updated interpretation of operational control.

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Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Water withdrawal	+ 7%	+ 8%	+ 8%	+ 8%
Water discharge	+ 9%	+ 11%	+ 12%	+ 12%
Water consumption	0%	- 2%	- 2%	- 1%

References

Keysight's Water Use and Stewardship

FY 2022 Water Independent Limited Assurance Statement - Restatement

FY 2023 Water Independent Limited Assurance Statement

303-5 Water consumption

Water Consumption

Water Consumption (megaliters)	2023	2022	2021	2020
Total water consumption	157.49	167.97	146.12	199.40
Consumption from all areas with water stress	40.27	58.65	45.09	63.90

Any contextual information necessary to understand how the data have been compiled:

Data from water bills are provided by municipal water suppliers. Keysight uses the WRI Aqueduct Water Risk Atlas to determine water stress. The company inputs the location of all sites in its operational control for water-related activities to determine the water stress level. Keysight considers sites to be in areas with water stress if the level is "high" or "extremely high". By using the WRI aqueduct tool, Keysight can analyze which sites may be most impacted by drought conditions in the future. The results of the WRI aqueduct analysis are presented to the appropriate Workplace Solutions teams, that are responsible for management of operational infrastructure and the global real estate.

Total Consumption = Total Withdrawal - Total Discharge

Comments

Water is directly used by Keysight in operational processes such as the wafer fab and micro part processing at manufacturing sites. Water is also indirectly used in operations primarily for consumption (e.g., drinking water, restrooms, and cafeterias), irrigation, and chiller systems. Additionally, the company recognizes that water is an important resource upstream for many of its suppliers. Keysight products have minimal water impacts downstream, in the customer stage of its value chain. Most of Keysight's products and solutions do not require water during use. Keysight does not anticipate any significant change in water dependency for its direct or indirect operations in the future.

Keysight recognizes that water is a limited and valuable natural resource. Although Keysight does not withdraw or consume a significant amount of water, access to water is important to its operations and the communities where Keysight operates. Therefore, Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving its environmental sustainability and management systems, including water stewardship, to support the business and local communities.

Risks of drought and changing water quality exist, and Keysight completes a thorough review of its sites in water stressed areas to identify water preservation opportunities. The company takes the necessary steps to reduce its exposure to water-related risks through conservation efforts and onsite water treatment and reclaim facilities.

Due to some data unavailability and delays, a small percentage of provided water data are estimated using an accrual method. Keysight will update our water inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

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Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the company reported the water data allocated to Keysight from this site in its water data inventory. This reporting year, the company removed the water data previously allocated to Keysight at this site from its operational control and water data inventory.

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Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Water withdrawal	+ 7%	+ 8%	+ 8%	+ 8%
Water discharge	+ 9%	+ 11%	+ 12%	+ 12%
Water consumption	0%	- 2%	- 2%	- 1%

References

Keysight's Water Use and Stewardship

CSR Resources Hub

FY 2022 Water Independent Limited Assurance Statement - Restatement

FY 2023 Water Independent Limited Assurance Statement

GRI 304: Biodiversity 2016

3-3 Management of material topics: Biodiversity

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure biodiversity impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience," "Circular Economy," and "Climate Change Mitigation and Energy" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include ISO 14001:2015, EHS, and GSE.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Keysight's Response to Climate Change

General Specification for the Environment (GSE)

Circular Economy Contributions

Environmental, Health and Safety (EHS) Policy

Ecosystem Management at Keysight Technologies

ISO 14001:2015 Certificate

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

References

Ecosystem Management at Keysight Technologies

Reason For Omission

Not Applicable
To the company's knowledge, Keysight operational sites are not located in or adjacent to any protected areas or areas of high biodiversity value outside protected areas.

304-2 Significant impacts of activities, products and services on biodiversity

Describe significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas:

To the company's knowledge, Keysight's locations are not in protected areas or areas of high biodiversity. Nevertheless, Keysight operates in a manner that is committed to continuous improvement in environmental sustainability through recycling, conservation of resources, emissions reduction, prevention of pollution, product development, and promotion of environmental responsibility amongst its employees. Supporting the company's aim to build a better planet, Keysight is committed to achieving net zero emissions across company operations and has developed a long-term emissions reduction roadmap to build resiliency and reduce greenhouse gas emissions.

Comments

Keysight engaged a third-party consultant to perform an in-depth CSR assessment of its suppliers against industrial CSR practices. For CSR assessments, Keysight provides a scorecard to each supplier that includes details of relevant strengths and improvement areas. As part of the continued effort to uphold supplier's CSR practices, Keysight monitors the performance of its suppliers' sustainability performance.

References

CSR Website

Keysight's Response to Climate Change

Circular Economy Contributions

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

Ecosystem Management at Keysight Technologies

Keysight Supports the UN SDGs

304-3 Habitats protected or restored

References

Ecosystem Management at Keysight Technologies

Reason For Omission

Not Applicable
To the company's knowledge, Keysight manufacturing sites are not located in habitat-protected areas or restored areas.

304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

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References

Ecosystem Management at Keysight Technologies

Reason For Omission

Not Applicable
To the best of the company's knowledge, Keysight operations do not impact the habitats of any IUCN Red List or other nationally protected species.

GRI 305: Emissions 2016

3-3 Management of material topics: Emissions

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure emissions impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience", "Circular Economy," and "Climate Change Mitigation and Energy" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include ISO 14001:2015, EHS, and GSE.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

CDP Reporting

Keysight's Response to Climate Change

General Specification for the Environment (GSE)

Environmental, Health and Safety (EHS) Policy

Keysight Commits to Science Based Targets Initiative (press release)

ISO 14001:2015 Certificate

305-1 Direct (Scope 1) GHG emissions

Direct (Scope 1) GHG Emissions (metric tons of CO2e)

	2023	2022	2021	2020	Emissions in base year
Gross direct (Scope 1) GHG emissions	16,161	13,179	15,717	14,205	14,912

Gases included in the calculation of gross direct (Scope 1) GHG emissions:

CO2, CH4, N2O

Rationale for choosing base year:

Fiscal year 2019 has been established as the baseline year for Keysight's target for net zero GHG emissions in company operations by end of fiscal year 2040 and interim goals.

Context of significant changes in emissions that triggered recalculations of the base year emissions:

See additional comments section for restatement information.

Source of emissions factors and the GWP rates used:

IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25] Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values.

Direct (Scope 1) GHG emissions consolidation approach:

Operational Control

Standards, methodologies, assumptions, and/or calculation tools used for direct (Scope 1) GHG emissions:

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

Comments

Keysight set a target to achieve net zero emissions in company operations (scope 1 and 2) by the end of fiscal year 2040. To ensure progress and accountability towards the company's net zero goal, Keysight has committed to the following interim measures:

- By the end of fiscal year 2030 – the company commits to 55% renewable electricity and 10% absolute energy reduction through efficiency and conservation initiatives (fiscal year 2019 baseline).
- By the end of fiscal year 2040 – the company commits to 100% renewable electricity and 20% absolute energy reduction through efficiency and conservation initiatives (fiscal year 2019 baseline).

Keysight's near-term science-based targets (SBTs) were approved by the SBTi in October 2023. The targets provide a clear objective for the company's strategy to reduce operational GHG emissions in line with a 1.5°C trajectory and to engage customers in setting their own SBTs. Keysight commits to reducing absolute scope 1 and 2 GHG emissions 42% by fiscal year 2030 from a fiscal year 2021 base year. Keysight also commits that 73% of its customers by emissions covering use of sold products, will have science-based targets by fiscal year 2028.

Due to some data unavailability and delays, a small percentage of provided emissions and energy data are estimated using an accrual method. Keysight will update its emissions and energy inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

Apex Companies, LLC conducted an independent verification of Keysight's scope 1 GHG emissions, scope 2 location-based and market-based GHG emissions, and 11 relevant categories of Keysight's scope 3 GHG emissions for fiscal year 2023. Please refer to the attached relevant GHG Verification Opinion Declaration.

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol to align with the SBTi requirements for their approved targets. The company updated historical emissions and energy data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee, the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the utilities and associated emissions to the lessor and reported the allocated emissions in Keysight's scope 3 downstream leased assets category. This reporting year, the company updated its emissions and energy inventories to align with the updated interpretation of operational control and transferred the historical emissions from Keysight's scope 3 downstream leased assets to their respective scope 1 and scope 2 emissions.

Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the utilities allocated to Keysight from this site were reported as part of its scope 1 and scope 2 emissions, as well as the total energy data inventory. This year, the company moved the historical emissions for this site from the scope 1 and scope 2 emissions inventory to Keysight's scope 3 upstream leased assets category and removed the associated energy data from its operational control.

Furthermore, the updated historical scope 1 and scope 2 emissions impacted Keysight's scope 3 fuel- and energy-related activities category, which were adjusted accordingly.

For all revised data that were previously verified, the company completed a new independent verification of the updated emissions data, which can be viewed on the CSR Resources Hub website. Please refer to the relevant attached documentation.

In addition, to align Keysight's greenhouse gas emissions calculation methodology with the SBTi requirements, the company updated its historical emissions data to include well-to-tank emissions from fiscal year 2021 to date. This change impacted Keysight's historical fiscal year 2021 and fiscal year 2022 scope 1 emissions and four categories of scope 3 emissions (upstream transportation and distribution, business travel, employee commuting, and downstream transportation and distribution).

Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Scope 1	+ 6%	+ 7%	< - 0%	- 1%
Scope 2 (location-based)	+ 8%	+ 8%	+ 8%	+ 8%
Scope 2 (market-based)	+ 7%	+ 6%	+ 6%	+ 6%
Scope 3 fuel- and energy-related activities	+ 4%	+ 5%	N/A	N/A
Scope 3 upstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 business travel	+ 6%	+ 17%	N/A	N/A
Scope 3 employee commuting	+ 20%	+ 20%	N/A	N/A
Scope 3 upstream leased assets	+ 64%	+ 45%	N/A	N/A
Scope 3 downstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 downstream leased assets	- 100%	- 100%	N/A	N/A

References

Keysight's Response to Climate Change

CSR Resources Hub

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FY 2023 Scopes 1, 2, 3 GHG Verification Opinion Declaration

FY 2019 - 2022 Scopes 1, 2, 3 GHG Verification Opinion Declaration - Restatement

305-2 Energy indirect (Scope 2) GHG emissions

Energy Indirect (Scope 2) GHG Emissions (metric tons of CO2e)

	2023	2022	2021	2020	Emissions in base year
Gross location-based indirect (Scope 2) GHG emissions	82,267	79,955	79,439	79,792	81,095
Gross market-based indirect (Scope 2) GHG emissions	84,493	85,707	87,128	86,140	86,858

Gases used to calculate indirect (Scope 2) GHG emissions:

CO2, CH4, N2O

Rationale for choosing base year (Scope 2):

Fiscal year 2019 has been established as the baseline year for Keysight's target for net zero GHG emissions in company operations by end of fiscal year 2040 and interim goals.

Context of significant changes in emissions that triggered recalculations of the base year emissions (Scope 2):

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol to align with the SBTi requirements for their approved targets. The company updated historical emissions and energy data accordingly from fiscal year 2019 through fiscal year 2022. Keysight leases space at multiple co-located sites and determined that as the lessee the company maintains operational control of the leased spaces due to management of the utilities. Please see comments section for additional restatement information.

Source of emissions factors and the GWP rates used (Scope 2):

IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement). Determination for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies.

Consolidation approach for Direct (Scope 1) and Indirect (Scope 2) GHG emissions:

Operational Control

Standards, methodologies, assumptions, and/or calculation tools used for Scope 1 and Scope 2 GHG emissions:

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) The Greenhouse Gas Protocol: Scope 2 Guidance

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Comments

Keysight set a target to achieve net zero emissions in company operations (scope 1 and 2) by the end of fiscal year 2040. To ensure progress and accountability towards the company's net zero goal, Keysight has committed to the following interim measures:

- By the end of fiscal year 2030 – the company commits to 55% renewable electricity and 10% absolute energy reduction through efficiency and conservation initiatives (fiscal year 2019 baseline).
- By the end of fiscal year 2040 – the company commits to 100% renewable electricity and 20% absolute energy reduction through efficiency and conservation initiatives (fiscal year 2019 baseline).

Keysight's near-term science-based targets were approved by the SBTi in October 2023. The targets provide a clear objective for the company's strategy to reduce operational GHG emissions in line with a 1.5°C trajectory and to engage customers in setting their

own SBTs. Keysight commits to reducing absolute scope 1 and 2 GHG emissions 42% by fiscal year 2030 from a fiscal year 2021 base year. Keysight also commits that 73% of its customers by emissions covering use of sold products, will have science-based targets by fiscal year 2028.

Due to some data unavailability and delays, a small percentage of provided emissions and energy data are estimated using an accrual method. Keysight will update its emissions and energy inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

Apex Companies, LLC conducted an independent verification of Keysight's scope 1 GHG emissions, scope 2 location-based and market-based GHG emissions, and 11 relevant categories of Keysight's scope 3 GHG emissions for fiscal year 2023. Please refer to the attached relevant GHG Verification Opinion Declaration.

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol to align with the SBTi requirements for their approved targets. The company updated historical emissions and energy data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee, the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the utilities and associated emissions to the lessor and reported the allocated emissions in Keysight's scope 3 downstream leased assets category. This reporting year, the company updated its emissions and energy inventories to align with the updated interpretation of operational control and transferred the historical emissions from Keysight's scope 3 downstream leased assets to their respective scope 1 and scope 2 emissions.

Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the utilities allocated to Keysight from this site were reported as part of its scope 1 and scope 2 emissions, as well as the total energy data inventory. This year, the company moved the historical emissions for this site from the scope 1 and scope 2 emissions inventory to Keysight's scope 3 upstream leased assets category and removed the associated energy data from its operational control.

Furthermore, the updated historical scope 1 and scope 2 emissions impacted Keysight's scope 3 fuel- and energy-related activities category, which were adjusted accordingly.

For all revised data that were previously verified, the company completed a new independent verification of the updated emissions data, which can be viewed on the CSR Resources Hub website. Please refer to the relevant attached documentation.

In addition, to align Keysight's greenhouse gas emissions calculation methodology with the SBTi requirements, the company updated its historical emissions data to include well-to-tank emissions from fiscal year 2021 to date. This change impacted Keysight's historical fiscal year 2021 and fiscal year 2022 scope 1 emissions and four categories of scope 3 emissions (upstream transportation and distribution, business travel, employee commuting, and downstream transportation and distribution).

Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Scope 1	+ 6%	+ 7%	< - 0%	- 1%
Scope 2 (location-based)	+ 8%	+ 8%	+ 8%	+ 8%
Scope 2 (market-based)	+ 7%	+ 6%	+ 6%	+ 6%
Scope 3 fuel- and energy-related activities	+ 4%	+ 5%	N/A	N/A
Scope 3 upstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 business travel	+ 6%	+ 17%	N/A	N/A
Scope 3 employee commuting	+ 20%	+ 20%	N/A	N/A
Scope 3 upstream leased assets	+ 60%	+ 45%	N/A	N/A
Scope 3 downstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 downstream leased assets	- 100%	- 100%	N/A	N/A

References

Keysight's Response to Climate Change

CSR Resources Hub

FY 2023 Scopes 1, 2, 3 GHG Verification Opinion Declaration

FY 2019 - 2022 Scopes 1, 2, 3 GHG Verification Opinion Declaration - Restatement

305-3 Other indirect (Scope 3) GHG emissions

Other Indirect (Scope 3) GHG Emissions

GHG emissions in metric tons CO2e	2023	2022	2021	2020	Emissions in base year
Gross other indirect (Scope 3) GHG emissions	3,631,326	3,256,706	2,716,488	79,280	2,716,488

Gases included in the calculation:

CO2, CH4, N2O

Other indirect (Scope 3) GHG emissions categories and activities included in the calculation:

1. Purchased goods and services: Examples include consulting and outsourced services, licenses, tooling, packing materials, insurance, facility management, etc.
2. Capital goods: Examples include electronic test equipment, furniture, machinery, mechanical equipment, building structure and outfitting, tools, etc.
3. Fuel- and energy-related activities: Upstream emissions of purchased fuel and electricity and transmission and distribution losses.
4. Upstream transportation and distribution: Transportation of goods from supplier to Keysight, Keysight to Keysight, and Keysight to Customer – all where Keysight pays.
5. Waste generated in operations: Recycling includes metal, wood, compost, misc. Trash includes miscellaneous hazardous waste.
6. Business travel: Air travel, rail, rental car fuel
    a. Optional: hotel stays
7. Employee commuting: Distance and emissions associated with the commute to work via private and public methods.
    a. Optional: Emissions associated with work-from-home.
8. Upstream leased assets: Electricity, natural gas, and refrigerants from sites out of operational control.
9. Downstream transportation and distribution: Transportation of goods from Keysight to customers, where customer pays.
10. Processing of sold products (NOT RELEVANT): Keysight products are sold as final good/finished products which are used directly by customers without the requirement of any additional processes or materials. Keysight's total solutions to customers which incorporate hardware, software, and expertise in measurement to help address test and measurement challenges is a complete system that does not require any additional processes or materials.
11. Use of sold products: Energy associated with use of Keysight hardware by customers, using country-specific emission factors.
12. End-of-life treatment of sold products: Recycling and landfill of Keysight products.
13. Downstream leased assets (NOT RELEVANT): Keysight maintains operational control of all locations.
14. Franchises (NOT RELEVANT): Keysight does not operate a licensing of franchise system.
15. Investments (NOT RELEVANT): Keysight is not a company that makes an investment with the objective of making a profit and the company does not provide financial services.

Rationale for choosing base year (Scope 3):

Fiscal year 2021 has been established as the baseline year for scope 3 emissions. Keysight committed to the SBTi in 2021, and fiscal year 2021 was the most recent complete year of data available when the company's targets were submitted to the SBTi for validation. Keysight's near-term SBTs were approved by the SBTi in October 2023.

Context of significant changes in emissions that triggered recalculations of the base year emissions (Scope 3):

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol to align with the SBTi requirements for their approved targets. The company updated historical emissions and energy data accordingly from fiscal year 2019 through fiscal year 2022. Keysight leases space at multiple co-located sites and determined that as the lessee the company maintains operational control of the leased spaces due to management of the utilities. Please see comments section for additional restatement information.

Source of emissions factors and the GWP rates used (Scope 3):

IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25] Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.; US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values.

Standards, methodologies, assumptions, and/or calculation tools used for indirect (Scope 3) GHG emissions:

GHG Protocol Corporate Value Chain (scope 3) Standard

1. Purchased goods and services: Spend-based data
2. Capital goods: Spend-based data
3. Fuel and energy related activities: Average-data method (industry average)
4. Upstream transportation and distribution: Distance based method
5. Waste generated in operations: Waste-type-specific method
6. Business travel: Fuel-based and distance-based methods
7. Employee commuting: Average-data method (commute survey)
8. Upstream leased assets: Average-data method (floor space) and utility allocation
9. Downstream transportation and distribution: Distance-based method
10. Processing of sold products: N/A
11. Use of sold products: Average assumptions by category
12. End-of-life treatment of sold products. Weight and average recycling rate by country
13. Downstream leased assets: N/A
14. Franchises: N/A
15. Investments: N/A

Comments

Keysight's near-term SBTs were approved by the SBTi in October 2023. The targets provide a clear objective for the company's strategy to reduce operational GHG Keysight's near-term SBTs were approved by the SBTi in October 2023. The targets provide a clear objective for the company's strategy to reduce operational GHG emissions in line with a 1.5°C trajectory and to engage customers in setting their own SBTs. Keysight commits to reducing absolute scope 1 and 2 GHG emissions 42% by fiscal year 2030 from a fiscal year 2021 base year. Keysight also commits that 73% of its customers by emissions covering use of sold products, will have science-based targets by fiscal year 2028.

Due to some data unavailability and delays, a small percentage of provided emissions and energy data are estimated using an accrual method. Keysight will update its emissions and energy inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

Apex Companies, LLC conducted an independent verification of Keysight's scope 1 GHG emissions, scope 2 location-based and market-based GHG emissions, and 11 relevant categories of Keysight's scope 3 GHG emissions for fiscal year 2023. Please refer to the attached relevant GHG Verification Opinion Declaration.

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol to align with the SBTi requirements for their approved targets. The company updated historical emissions and energy data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee, the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the utilities and associated emissions to the lessor and reported the allocated emissions in Keysight's scope 3 downstream leased assets category. This reporting year, the company updated its emissions and energy inventories to align with the updated interpretation of operational control and transferred the historical emissions from Keysight's scope 3 downstream leased assets to their respective scope 1 and scope 2 emissions.

Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the utilities allocated to Keysight from this site were reported as part of its scope 1 and scope 2 emissions, as well as the total energy data inventory. This year, the company moved the historical emissions for this site from the scope 1 and scope 2 emissions inventory to Keysight's scope 3 upstream leased assets category and removed the associated energy data from its operational control.

Furthermore, the updated historical scope 1 and scope 2 emissions impacted Keysight's scope 3 fuel- and energy-related activities category, which were adjusted accordingly.

For all revised data that were previously verified, the company completed a new independent verification of the updated emissions data, which can be viewed on the CSR Resources Hub website. Please refer to the relevant attached documentation.

In addition, to align Keysight's greenhouse gas emissions calculation methodology with the SBTi requirements, the company updated its historical emissions data to include well-to-tank emissions from fiscal year 2021 to date. This change impacted Keysight's historical fiscal year 2021 and fiscal year 2022 scope 1 emissions and four categories of scope 3 emissions (upstream transportation and distribution, business travel, employee commuting, and downstream transportation and distribution).

Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Scope 1	+ 6%	+ 7%	< - 0%	- 1%
Scope 2 (location-based)	+ 8%	+ 8%	+ 8%	+ 8%
Scope 2 (market-based)	+ 7%	+ 6%	+ 6%	+ 6%
Scope 3 fuel- and energy-related activities	+ 4%	+ 5%	N/A	N/A
Scope 3 upstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 business travel	+ 6%	+ 17%	N/A	N/A
Scope 3 employee commuting	+ 20%	+ 20%	N/A	N/A
Scope 3 upstream leased assets	+ 64%	+ 45%	N/A	N/A
Scope 3 downstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 downstream leased assets	- 100%	- 100%	N/A	N/A

References

Keysight's Response to Climate Change

CSR Resources Hub

FY 2023 Scopes 1, 2, 3 GHG Verification Opinion Declaration

FY 2019 - 2022 Scopes 1, 2, 3 GHG Verification Opinion Declaration - Restatement

305-4 GHG emissions intensity

GHG Emissions Intensity Ratio (total GHG/organization-specific metric)

	2023	2022	2021	2020
GHG emissions intensity ratio	0.017	0.017	0.017	0.017

Organization-specific denominator:

office area (square foot)

Types of greenhouse gas emissions included:

☑ Direct (Scope 1)

☑ Indirect (Scope 2)

☐ Other Indirect (Scope 3)

Gases included in the calculation:

CO_2, CH_4, N_2O

Comments

GHG Emissions Intensity Denominator includes the square footage of all office locations within Keysight's operational control. Due to some data unavailability and delays, a small percentage of provided emissions and energy data are estimated using an accrual method. Keysight will update its emissions and energy inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

Apex Companies, LLC conducted an independent verification of Keysight's scope 1 GHG emissions, scope 2 location-based and market-based GHG emissions, and 11 relevant categories of Keysight's scope 3 GHG emissions for fiscal year 2023. Please refer to the attached relevant GHG Verification Opinion Declaration.

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol to align with the SBTi requirements for their approved targets. The company updated historical emissions and energy data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee, the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the utilities and associated emissions to the lessor and reported the allocated emissions in Keysight's scope 3 downstream leased assets category. This reporting year, the company updated its emissions and energy inventories to align with the updated interpretation of operational control and transferred the historical emissions from Keysight's scope 3 downstream leased assets to their respective scope 1 and scope 2 emissions.

Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the utilities allocated to Keysight from this site were reported as part of its scope 1 and scope 2 emissions, as well as the total energy data inventory. This year, the company moved the historical emissions for this site from the scope 1 and scope 2 emissions inventory to Keysight's scope 3 upstream leased assets category and removed the associated energy data from its operational control.

Furthermore, the updated historical scope 1 and scope 2 emissions impacted Keysight's scope 3 fuel- and energy-related activities category, which were adjusted accordingly.

For all revised data that were previously verified, the company completed a new independent verification of the updated emissions data, which can be viewed on the CSR Resources Hub website. Please refer to the relevant attached documentation.

In addition, to align Keysight's greenhouse gas emissions calculation methodology with the SBTi requirements, the company updated its historical emissions data to include well-to-tank emissions from fiscal year 2021 to date. This change impacted

Keysight's historical fiscal year 2021 and fiscal year 2022 scope 1 emissions and four categories of scope 3 emissions (upstream transportation and distribution, business travel, employee commuting, and downstream transportation and distribution).

Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Scope 1	+ 6%	+ 7%	< - 0%	- 1%
Scope 2 (location-based)	+ 8%	+ 8%	+ 8%	+ 8%
Scope 2 (market-based)	+ 7%	+ 6%	+ 6%	+ 6%
Scope 3 fuel- and energy-related activities	+ 4%	+ 5%	N/A	N/A
Scope 3 upstream transportation and distribution	+ 12%	+11%	N/A	N/A
Scope 3 business travel	+ 6%	+ 17%	N/A	N/A
Scope 3 employee commuting	+ 20%	+ 20%	N/A	N/A
Scope 3 upstream leased assets	+ 64%	+ 45%	N/A	N/A
Scope 3 downstream transportation and distribution	+ 12%	+ 11%	N/A	N/A
Scope 3 downstream leased assets	- 100%	- 100%	N/A	N/A

References

Keysight's Response to Climate Change

CSR Resources Hub

FY 2023 Scopes 1, 2, 3 GHG Verification Opinion Declaration

FY 2019 - 2022 Scopes 1, 2, 3 GHG Verification Opinion Declaration - Restatement

305-5 Reduction of GHG emissions

Reduction Of GHG Emissions (metric tons of CO2e)

	2023	2022	2021	2020
Total GHG reductions:	3,520	1,125	51	1,420

Gases included in the calculation:

CO2, CH4, N2O

Report base year or baseline, including the rationale for choosing it:

Fiscal year 2019 has been set as the baseline for Keysight's target for net zero emissions in company operations. Reductions of GHG consumption are calculated based on estimated annual energy and associated emissions savings per project or initiative.

Scopes in which reductions took place:

☑ Direct (Scope 1)

☑ Indirect (Scope 2)

☐ Indirect (Scope 3)

Standards, methodologies, assumptions, and/or calculation tools used:

IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; Scope 1: Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.; US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values. Scope 2: EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement) Determination for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies.

Comments

As part of the company's efforts in energy conservation and reduction, in fiscal year 2023, Keysight initiated a global employee education and communications plan, and implemented over 20 conservation infrastructure projects worldwide. Energy and emissions conservation projects included HVAC efficiency improvements and lighting system upgrades.

References

Keysight's Response to Climate Change

305-6 Emissions of ozone-depleting substances (ODS)

Reason For Omission

Not Applicable
Keysight does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that Deplete the Ozone Layer. Keysight eliminated chlorofluorocarbons (CFCs), carbon tetrachloride, and 1,1,1-trichloroethane use in worldwide manufacturing processes in 1993. Keysight has also eliminated Class I ODSs in its air conditioning systems, process chillers and environmental chambers. ODSs are banned from Keysight products. There are no Keysight products that need the ODS labeling required by 42 U.S.C. 7671j (b), (c), and (d) and 40 CFR Part 82, Subpart E. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated. Keysight also has a position statement to conserve, recycle and prevent emissions of Class I ODSs and Class II ODSs used in Keysight owned equipment in its facilities worldwide.

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Reason For Omission

Confidentiality Constraints
Keysight complies with all legal requirements of air permits and associated reporting requirements.

GRI 306: Waste 2020

3-3 Management of material topics: Waste

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure waste impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledge that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience" and "Circular Economy" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include ISO 14001:2015, EHS, and GSE.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

General Specification for the Environment (GSE)

Environmental, Health and Safety (EHS) Policy

ISO 14001:2015 Certificate

306-1 Waste generation and significant waste-related impacts

Describe the inputs, activities, and outputs that lead or could lead to waste-related impacts:

Keysight emphasize natural resource conservation, GHG reduction, waste and water minimization, and pollution prevention. The company strives to lessen its impact on the environment, contribute to the circular economy, and work towards a low carbon economy.

Keysight's ISO14001:2015-certified EMS drives continuous reduction of any adverse environmental impact from company operations. Keysight focuses on continuous improvements to maintain incremental forward progress in creating greater sustainability across the company's global sites. Keysight aims to consistently analyze company processes that generate waste and look at ways to continually improve. As such, Keysight takes steps at every possible stage to reduce the amount of waste and identify alternate methods of use or disposal to limit the impact on the environment. Instead of working towards future-point waste management goals, Keysight focuses on continuous improvements to maintain incremental forward-progress in creating greater sustainability across the globe. Keysight's successes include diverting batteries from landfills, expanding the company's composting program, and increasing employee environmental awareness. Moreover, Keysight subscribes to a circular economy model for its product life cycle. One example in the circular economy space is Keysight's product take-back and trade-in programs that refurbish equipment and in-turn help reduce Keysight's impact on the environment.

Identify whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain:

Keysight will continue to achieve operational excellence by applying LEAN principles — an ongoing company practice that defines the way Keysight approaches and acts on its upstream and downstream operations. Keysight uses this process, among other efforts, to continuously identify and eliminate waste where possible. Keysight takes steps at every possible stage to reduce the amount of waste and find alternate methods of use or disposal to limit the impact on the environment. As part of Keysight's circular product life cycle model, the company's global product take-back and trade-in programs refurbish equipment and in-turn help reduce Keysight's impact on the environment.

References

Keysight: Product Take-Back Program (WEEE)

Circular Economy Contributions

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

CSR Pillar: The Environment

ISO 14001:2015 Certificate

Q&A with Keysight's Global Environmental and Sustainability Manager (blog)

306-2 Management of Significant Waste-related Impacts

Describe the actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated:

Keysight processes its waste based on its category – solid, electronic, or hazardous. All waste falls within the purview of Keysight's EHS commitment. Therefore, Keysight takes steps at every possible stage to reduce the amount of waste and find alternate methods of use or disposal to limit the company's environmental impact.

- Solid waste is divided into recycle, incinerated, and landfill waste. Where possible, Keysight tries to divert waste away from landfills. Depending on the nature of the solid waste, it can also be repurposed for other uses to keep it from entering a landfill. For example, food waste is typically converted into compost at Keysight's larger facilities. Keysight also tries to reuse waste like plastics, carton boxes, and wooden pallets or recycle them.
- Hazardous wastes globally are highly regulated and require special handing, storage, and disposal processes. Keysight adheres to the highest safety standards to ensure safe handling of hazardous waste materials generated at Keysight facilities. In addition, Keysight maintains approved vendors that are permitted and licensed to safely transport and dispose of hazardous waste.
- Keysight's approved electronic waste vendors collect Keysight's electronic waste (e.g., obsolete electronic equipment, information technology cables, computer monitors and accessories) for proper disposal. In some cases, Keysight will destroy the equipment on-site before handing it off to a Keysight approved vendor.

Keysight exemplifies circular economic principles by designing out waste and pollution, keeping products and materials in use, and regenerating natural systems. This means designing for long lasting use, reuse and remanufacturing, and recycling to keep Keysight products, components, and materials circulating in the economy. Keysight's 40-year active service period for many of its products, supported by the company's calibration, repair, and remarketing services, is a prime example of the company's dedication to circular economic principles.

Keysight prioritizes natural resource conservation, emission reduction, waste minimization, and pollution prevention per the company's EHS Policy, and partners with its suppliers and contractors to better achieve these goals. Keysight's ISO 14001:2015-certified EMS drives continuous reduction of any adverse environmental impacts from Keysight operations.

If the waste generated by the organization in its own activities is managed by a third party, describe the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations:

Keysight's internal EHS team vet and approve any third-party waste management vendor to ensure adherence with Keysight's Procurement Policy. Keysight also prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention, and partners with company suppliers and contractors to better achieve these goals; Keysight's ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impact from Keysight operations.

Describe the processes used to collect and monitor waste-related data:

Keysight uses an online tool to collect and monitor waste generated from its manufacturing sites globally. Data is entered into the tool by Keysight EHS teams locally and reviewed to ensure accuracy of data.

References

Environmental, Health and Safety (EHS) Policy

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

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306-3 Waste generated

Waste generated (metric tons)

Waste Composition	2023	2022	2021	2020
Hazardous waste	309.91	286.10	N/A	N/A
Non-hazardous waste	1,609.75	1,600.19	N/A	N/A
Total Waste	1,919.66	1,886.28	7,389.25	1,777.29

Comments

Keysight achieves waste reduction by applying LEAN principles as an ongoing company practice. LEAN defines the way Keysight employees think about and act on company operations that capture qualitative and quantitative savings. By applying these principles, Keysight has:

- Installed a "Food Waste composting machine" that turns cafeteria food waste into compost without any chemical additives at the Penang, Malaysia site. This cost-effective machine is helping to reduce waste to landfill and eliminate the trucking of the waste to the central disposal facility, which will reduce carbon emissions. In fiscal year 2023, Keysight Penang diverted 100% of its food waste from landfill, amounting to 11.53 tons and this created 3.4 tons of compost used as fertilizer on-site for gardening and landscaping.
- Continue training workers to separate waste into respective categories.

Keysight also strives to limit the environmental impact of its product stream through design efforts, materials sourcing, product life cycle, take-back and trade-in programs, refurbished equipment, and vast service offerings. Keysight's main contribution to a circular economy is by designing and producing solutions that support an extensive use phase. The company designs its products to support up to 40 years of active service through calibration, repair, and remarketing services in an effort to divert waste. Supporting a circular economy means ensuring Keysight equipment is maintained, repaired, refurbished, and recycled.

References

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

306-4 Waste diverted from disposal

Total Weight of Waste Diverted from Disposal

Category	Waste Diverted in metric tons (t)
Total waste (Solid and Hazardous) diverted from disposal by recycling	1,155.39
Total Waste Diverted	1,155.39

Total Weight of Hazardous Waste Diverted from Disposal

	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Recycling	0	87.92	87.92
Total			87.92

Total Weight of Non-hazardous Waste Diverted from Disposal

	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Recycling	0	1,067.47	1,067.47
Total			1,067.47

Total weight of hazardous waste and of non-hazardous waste diverted from disposal (in metric tons):

Offsite	1,155.39

Contextual information necessary to understand the data and how the data has been compiled.

Keysight's solid (non-hazardous) and hazardous waste are sent to Keysight approved vendors. Keysight's waste is then segregated into recycled, landfilled, treated (for hazardous only) and incinerated and data is sent back to Keysight for tracking purposes.

References

CSR Website

Keysight: Product Take-Back Program (WEEE)

Circular Economy Contributions

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

Q&A with Keysight's Global Environmental and Sustainability Manager (blog)

306-5 Waste directed to disposal

Total Weight of Waste Directed to Disposal

Category:	Waste Directed in metric tons (t)
Solid and Hazardous	1,919.66
Total Waste	1,919.66

Total Weight of Hazardous Waste Directed to Disposal

	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (without energy recovery)	0	32.13	32.13
Landfilling	0	53.24	53.24
Other disposal operations	0	224.54	224.54
Total			309.91

Total Weight of Non-hazardous Waste Directed to Disposal

	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (without energy recovery)	0	73.37	73.7
Landfilling	0	468.91	468.91
Other disposal operations	0	1,067.47	1,067.47
Total			1,609.75

Total Weight of Hazardous Waste and of Non-Hazardous Waste Directed to Disposal (in metric tons):

Offsite	1,919.66

Comments

Hazardous waste: The category of 'other disposal operations' includes both recycling and treated hazardous waste.

Non-hazardous waste: The category of 'other disposal operations' includes recycling.

References

CSR Website

CSR Pillar: Our Solutions

Keysight: Product Take-Back Program (WEEE)

Circular Economy Contributions

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

GRI 308: Supplier Environmental Assessment 2016

3-3 Management of material topics: Supplier Environmental Assessment

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure supplier environmental assessment impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience," "Circular Economy," and "Sustainable Supply Chain" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight's Supplier Code of Conduct defines Keysight's expectations for its suppliers, including ethical business practices, social responsibility, environmental sustainability, and product quality. In additional, Keysight outlines general requirements for restricting or prohibiting certain substances in our procured products in Keysight's GSE. These expectations are cascaded to all new suppliers during their onboarding process.

Prior to the procurement of any new chemical substances, Keysight's EHS reviews and evaluates the substances against applicable regulatory requirements (including import / export), potential EHS risks, local permit thresholds, and Keysight material restrictions or bans. Each chemical substance contained in the goods shall comply with the Global Harmonized System of Classification (GHS) and Classification, Labelling, and Packaging (CLP). Suppliers are expected to provide the Safety Data Sheets or other product content information prior to or with the shipment of goods. Upon request, suppliers must be able to provide product composition data for Keysight to verify against the applicable restricted chemical substances.

In addition, Keysight's product portfolio meets the 10 substances of European Union (EU) Restriction of Hazardous Substances (RoHS) directive 2011/65/EU, including the delegated directive EU 2015/863 that added four phthalates. Keysight is committed to meeting customer demands for high product quality and reliability, and so Keysight further cascades this directive down to its contract manufacturers and direct material suppliers. The company's RoHS Program includes key initiatives to monitor Keysight's product compliance. As such, suppliers are required to provide data to demonstrate RoHS compliance on their materials used in Keysight products.

In aligning with Keysight's commitment to the SBTi, the company evaluates its suppliers' position related to the SBTs and partners with them to better achieve these goals. In fiscal year 2023, 29 of the company's key suppliers set targets or committed to SBTi. On top of that, 49 key suppliers completed the 2023 CDP Climate Change questionnaire, and 38 key suppliers completed the 2023 CDP Water Security questionnaire.

As the company continues to value supply chain sustainability, Keysight has programs in place to monitor its suppliers' compliance that include communicating Keysight's requirements to all suppliers on a yearly basis, screening the supplier base during the onboarding process, and conducting supplier assessments and audits.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Supplier Code of Conduct

General Specification for the Environment (GSE)

Statement on Restriction of Hazardous Substances (RoHS) Directives

Keysight's Supply Chain Management

Supplier Compliance Management System

308-1 New suppliers that were screened using environmental criteria

Report the Percentage of new suppliers that were screened using environmental criteria:

100%

Comments

Keysight's Supplier Code of Conduct establishes Keysight's expectations for its suppliers, which includes the expectations of environmental sustainability. The company also outlines the general requirements for restricting or prohibiting certain substances in its procured products per Keysight's GSE. These policies and requirements are cascaded to all new suppliers during the supplier onboarding process. The Supplier Code of Conduct policy is also cited on Keysight's Purchase Order Terms and Conditions.

References

Purchase Order Terms and Conditions   Page(s) 2

Supplier Code of Conduct   Page(s) 7-9

General Specification for the Environment (GSE)

308-2 Negative environmental impacts in the supply chain and actions taken

Negative Environmental Impacts in the Supply Chain and Actions Taken

Number of suppliers subject to environmental impact assessments:	9
Number of suppliers identified as having significant actual and potential negative environmental impacts:	1
Significant actual and potential negative environmental impacts identified in the supply chain:	From the audit results in fiscal year 2023, a supplier was cited with a priority non-conformance for their lack of emergency preparedness control.
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment:	11%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment:	0%

Comments

From the RBA Validated Assessment Program (VAP) audits that were conducted to suppliers' manufacturing facilities in fiscal year 2023, a priority non-conformance was found related to a supplier's lack of emergency preparedness control. A Corrective Action Plan (CAP) has been implemented to address the finding and remediate the situation. For other non-conformances identified during audits, suppliers are required to provide CAPs for each non-conformance. All CAPs shall be implemented timely as defined by RBA VAP protocols.

Additionally, Keysight engaged a third-party consultant to perform an in-depth CSR assessment at suppliers against industry-wide CSR practices. This assessment covers 21 sustainability criteria from the themes of environment, ethics, labor and human rights, and sustainable procurement.

Keysight also performs data validation and assessments to ensure direct materials suppliers comply with the restrictions of certain hazardous substances in electrical and electronic equipment per the EU RoHS Directive.

References

RBA Validated Assessment Program (VAP) Operations Manual

Statement on Restriction of Hazardous Substances (RoHS) Directives

GRI 401: Employment 2016

3-3 Management of material topics: Employment

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure employment impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovation in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Talent Acquisition, Retention, and Development" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding employment. Below are a few examples; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Educational Assistance Program (EAP): Keysight provides an EAP for eligible employees to provide financial and management support for continuing their university or academic degree study.
- Employee Network Groups (ENGs): ENGs at Keysight are groups of employees that voluntarily come together to identify, highlight, and help address employee-development opportunities. All ENGs have volunteerism as a key element of their annual plans and are often aligned with the particular group's value and corporate community focus area. These ENGs align with Keysight's desire to support and maintain a diverse and inclusive work environment. ENGs enable active learning and development and provide a reciprocal benefit between the company and employees. There are 18 ENGs worldwide at Keysight, including Women's Leadership Development (WLD), Employee Network for Underrepresented Minorities (ENUM), Keysight Society of Women Engineers Enterprise Group (KSWEEP), NextGen, Keysight Diversity Allies (KDA), Toastmasters, and more.
- Employee Ownership and Management: In countries where it is possible, employees are eligible to participate in Keysight's Employee Stock Purchase Plan (ESPP). In addition, the company has a variable pay program to reward the achievement of performance goals.
- Flexible Work Arrangements and Practices: Keysight has a heritage of providing flexible work hours for employees. Many of Keysight's employees use alternatives to traditional Monday-through-Friday work arrangements. These include part-time, telecommuting, job-shares, and variable work schedules.
- Keysight Learning Platform: This platform offers robust training and development programs, as well as learning resources. At Keysight, learning is a lifelong pursuit that creates a mindset of professional growth and continuous improvement. Employees have access to a wide range of programs, workshops, classes, and resources to excel in their careers. Keysight also has a tuition reimbursement program and distance learning degree programs with major universities.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate. The following procedures and processes support Keysight's evaluation of its approach to employment management:

- Keysight's CSR Key Performance Indicator (KPI) Dashboard systematically monitors and evaluates key CSR function pillars and program performance, including progress toward DEI key impact goals.
- Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2023, 100% of employees completed SBC training.

- Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

To engage internal stakeholders, Keysight employs several programs, including coffee talks, employee surveys, internal platforms to provide feedback, and a global intranet that provides many resources for employees.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)

CSR Management System

CSR Pillar: Our People

Keysight: Employer Awards

Keysight: Our Benefits

Keysight: Our Culture

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401-1 New employee hires and employee turnover

New Employee Hires

Area of Operations	Age Group	Employee Category	2023 Total Number	Rate	2022 Total Number	Rate	2021 Total Number	Rate	2020 Total Number	Rate
Global	All age groups	Total Workforce	954	6.42	2,145	14.30	1,709	11.94	1,234	8.96
Global	All age groups	Female		33.9		32.6		33.2		32.7

Employee Turnover

Area of Operations	Age Group	Employee Category	2023 Total Number	Rate	2022 Total Number	Rate	2021 Total Number	Rate	2020 Total Number	Rate
Global	All age groups	Total Workforce	889	5.9	1,341	9.10	1,064	7.50	706	5.10

Comments

Keysight tracks attrition but does not disclose details on the gender or age group.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation

Significant Location of Operation	Benefits
United States	life insurance, disability and invalidity coverage, health care, parental leave, retirement provision, stock ownership
Malaysia	life insurance, health care, disability and invalidity coverage, parental leave, retirement provision, stock ownership, others (dental/optical, executive health screening, compassionate leave, marriage leave, dependent healthcare)

The definition used for 'significant locations of operation':

Keysight location with more than 2,000 employees.

Comments

Keysight aims to deliver a rewards portfolio that is competitive with high technology companies that are representative of the industries and markets in which Keysight operates. The company's rewards are offered to eligible employees and comply with local legal requirements. The company's Total Pay program includes base pay and variable pay, such as the Keysight Results Bonus and Individual Performance Bonus, and sales incentive compensation. Pay is differentiated based on company and individual performance. Benefits such as health and welfare benefits, retirement plans, and time off provide a foundation to support employees' wellbeing and financial security. Equity programs align with employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units.

Benefits below are available to all regular full and part time Keysight employees, but not available to temporary employees.

- Accident insurance
- Adoption or fertility assistance programs
- Childcare
- Disability / invalidity insurance
- Education benefits: Employee
- Employee assistance program
- Flexible time off (FTO) (including any of the following: unspecified, vacation and/or sick days)
- Flexible work schemes and work-sharing
- Insurance: Accidental death and dismemberment (AD&D)
- Insurance: Dental
- Insurance: Healthcare domestic partner
- Insurance: Healthcare employee
- Insurance: Healthcare family
- Insurance: Vision
- Insurance: Short-term disability
- Insurance: Long-term disability
- Job security initiatives for redeployment, including retraining, relocation, work-sharing, and outplacement services
- Life insurance
- Maternity and / or paternity leave
- Paid sick days
- Pension plans / retirement provision
- Onsite recreation facilities
- Recall rights for laid-off employees
- Relocation assistance
- Stock options / Stock purchase plan
- Stock ownership
- Vacation
- Wellness / Fitness program
- Work / Life support program

References

Keysight: Our Benefits

401-3 Parental leave

Parental Leave

	2023	2022	2021	2020
Number of female employees that were entitled to parental leave:	4,944	4,579	4,340	N/A
Number of male employees that were entitled to parental leave:	10,774	10,383	9,972	N/A
Number of female employees that took parental leave:	223	144	49	N/A
Number of male employees that took parental leave:	368	356	119	N/A
Number of female employees who returned to work after parental leave ended:	209	140	53	N/A
Number of male employees who returned to work after parental leave ended:	361	353	114	N/A
Number of female employees who returned to work after parental leave ended who were still employed twelve months after their return to work:	165	127	45	N/A
Number of male employees who returned to work after parental leave ended who were still employed twelve months after their return to work:	318	321	91	N/A
Return to work and retention rates of female employees who returned to work after leave:	93.72%	97.22%	108.16%	N/A
Return to work and retention rates of male employees who returned to work after leave:	98.10%	99.16%	95.8%	N/A

Comments

The data represents employees from all 29 countries where Keysight has presence.

Keysight provides the following employees benefits for parental leave:

- Protected Pregnancy's Medical Leave, Maternity Leave and Paternity Leave.
- FTO program that provides employees paid time off for vacation, personal business, and illness.
- Dependent Care Resource and Referrals that provides a variety of resource and referral services for employees that have dependent care responsibilities for children, elders, people with disabilities, and others.
- Health and wellness information and resources.
- Mother's Rooms at some Keysight facilities support new moms returning to work, and the nursing needs of their babies.
- Quiet Rooms at some Keysight facilities support employees that need a break, respite, or quiet time.

References

Keysight: Our Benefits

Keysight: Our Culture

GRI 402: Labor/Management Relations 2016

3-3 Management of material topics: Labor/Management Relations

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure labor / management relations impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovation in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Talent Acquisition, Retention, and Development" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding labor/management relations. Below is an example; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the CSR program's components, accountabilities, and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

The procedures and processes of Evaluation of the Labor/Management Relations include:

- Keysight conducts employee surveys using the myVoice platform, which is a third-party platform utilizing a unique voting process to rank employee responses, so the most important ideas rise to the top. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used in real-time to drive faster action and alignment around critical business topics.
- Keysight's CSR KPI Dashboard systematically monitors and evaluates key CSR function pillars and program performance, including progress towards DEI key impact goals.
- Keysight evaluates the completion rate of the SBC employee training annually. In fiscal year 2023, 100% of employees completed SBC training.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

To engage internal stakeholders, Keysight employs several programs, including coffee talks, employee surveys, internal platform to provide feedback, and a global intranet that provides many resources for employees.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)

Compliance Hotline

CSR Website

CSR Management System

CSR Pillar: Our People

Keysight: Our Benefits

Keysight: Our Culture

Contact Keysight

CSR News, Awards and Recognition

Affirmative Action and Equal Employment Opportunity Policy Statement

Global Human Rights and Labor Standards Policy

402-1 Minimum notice periods regarding operational changes

Comments

Keysight provides notice of changes in the terms and conditions of employment, benefits, and contractual requirements with workers councils in accordance with the laws of each country where the company operates.

GRI 403: Occupational Health and Safety 2018

3-3 Management of material topics: Occupational Health and Safety

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure occupational health and safety impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovation in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Employee Health, Safety, and Wellness," "Sustainable Supply Chain," and "Talent Acquisition, Retention, and Development" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding occupational health and safety. Below are a few examples; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Keysight based its Environmental, Health and Safety Management System (EHSMS) on recognized risk management system standards established by ISO 14001 and ISO 45001. This comprehensive policy includes provisions that address Occupational Health.
- Keysight values a healthy and safe work environment for all employees. Keysight achieves a safe and compliant work environment through the recognition and control of workplace hazards, and the implementation of safety reviews. Employees and operations remain prepared for emergencies by having robust emergency and disaster recovery programs and training.
- Keysight is committed to creating work environments in which its employees can work injury and illness free. Keysight maintains best in class programs and is among the industry leaders for low injury and illness rates. Programs are in place to recognize, evaluate and control workplace factors that may cause injury to employees and risks to Keysight operations.
- Keysight maintains EHS and regulatory training programs to ensure employees are aware of workplace hazards that they might encounter and the appropriate control methods to reduce those risk factors to as low as reasonably possible.

Describe actions taken to manage the topic and related impacts:

Keysight's specific actions related to this material topic include:

- ISO 45001 Certification: Keysight obtained its first ISO 45001:2018 Health and Safety Management standard certification on February 22, 2022. Keysight has been compliant to ISO 45001 for many years which the EHS Policy, EHSMS, and related internal audits conducted at applicable locations exemplifies. Keysight will continue to review certification to the ISO 45001 standard and expand to other locations, as necessary.
- The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Environmental, Health and Safety (EHS) Policy

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment   Page(s) 9-12

ISO 14001:2015 Certificate

ISO 45001:2018 Certificate

403-1 Occupational health and safety management system

Provide a statement of whether an occupational health and safety management system implementation:

Keysight has implemented an EHSMS that includes Occupational Health. Keysight implemented its EHSMS based on recognized risk management system standards established by ISO 14001:2015 and ISO 45001:2018.

- Keysight values a healthy and safe work environment for all employees. This is achieved by the implementation of a safe and compliant work environment through recognition and control of workplace hazards, and safety reviews. Employees and operations are also prepared for emergencies by having robust emergency and disaster recovery programs and training.
- Keysight is committed to creating work environments in which its employees can work injury and illness free. Keysight maintains best in class programs and is among the industry leaders for injury illness rates. Programs are in place to recognize, evaluate, and control workplace factors that may cause injury to employees and risks to Keysight operations.
- Keysight EHS and regulatory training programs are provided to ensure employees are apprised of workplace hazards that they might encounter, and the appropriate control methods are implemented to reduce those risk factors to as low as reasonably possible.

Keysight obtained its first certification to ISO 45001:2018 Health and Safety Management standard on February 22, 2022, after working closely with the company's certification registrar, DEKRA Certification Inc. Keysight has been compliant to ISO 45001 for many years which is evidenced in the company's EHS Policy, EHSMS, and related internal audits conducted at applicable Keysight locations. Keysight will continue to review certification to the ISO 45001:2018 standard and expand to other locations, as necessary.

Describe the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered:

Keysight's EHSMS covers all company activities, employees, and non-employee workers whose work and workplace are controlled by Keysight. Health and safety are evident in every facet of Keysight – from the company's policies to its products and services, to the actions of every employee.

References

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment   Page(s) 9-12

ISO 14001:2015 Certificate

ISO 45001:2018 Certificate

403-2 Hazard identification, risk assessment, and incident investigation

Describe the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks:

Keysight is committed to creating work environments in which its employees can work free of injury and illness. Keysight maintains best in class programs and is among the industry leaders for injury illness rates. Programs are in place to recognize, evaluate, and control workplace factors that may cause injury to employees and risks to Keysight operations. Work-related hazards are identified through several processes including: new equipment review process, job hazard analyses, and workplace safety inspections. New equipment review process and job hazard analyses are comprehensive reviews conducted by EHS specialists to identify all hazards associated with specific equipment and jobs so appropriate solutions can be implemented. Workplace safety inspections are conducted periodically to identify any general hazards in the workplace so they can be eliminated. These inspections are performed by work-area employees that are trained annually in conducting safety inspections.

When the mitigation of risk from an operation by elimination, substitution, engineering controls, or administrative controls are not practical, personal protective equipment to control hazards is used during emergency situations, for brief intermittent and non-routine tasks, and whenever other controls fail to achieve adequate risk reduction. Keysight has established operational controls and programs for workplace ergonomics and addresses furniture and seating purchased for its employees. The objective of the program is to reduce exposure to ergonomic risk factors by applying engineering controls and tool designs, safe work practice and behaviors, and ultimately verifying the effectiveness of the solutions.

Through Keysight's health surveillance program workers subject to potentially hazardous work environments or jobs are identified, trained, and monitored with respect to the unique hazards associated with their work. Health surveillance is maintained for the following hazards or requirements: chemical hazards, radiation, laser devices, respiratory protection, and noise and hearing conservation. The quality of the program is ensured, and employee health information is protected by having all health data collected and maintained by licensed medical professionals in accordance with local data and patient privacy laws. Keysight uses employee health data to reduce or eliminate workplace hazards and ensure appropriate treatment of injuries and illnesses. Keysight does not use employee health data for employment or assignment purposes.

Describe the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals:

Workers and safety inspectors report all workplace hazards and risks to their manager and local EHS team. Keysight does not discriminate against workers that report unsafe working conditions.

Describe the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals:

Keysight workers are to immediately stop work and remove themselves from any unsafe situations once identified. Keysight does not discriminate against workers that remove themselves from unsafe working conditions.

Describe the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system:

All work-related safety incidents are reported and managed using an EHS Management solution. EHS system administrators manage incident workflow including assigning investigators, tracking action plans to closure, and closing the incident.

References

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment   Page(s) 9-12

403-3 Occupational health services

Describe the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them:

Keysight is committed to creating work environments in which its employees can work injury and illness free. Keysight maintains best in class programs and is among the industry leaders for injury illness rates. Programs are in place to recognize, evaluate, and control workplace factors that may cause injury to employees and risks to Keysight operations. Work-related hazards are identified through several processes including: new equipment review process, job hazard analyses, and workplace safety inspections.

When the mitigation of risk from an operation by elimination, substitution, engineering controls, or administrative controls are not practical, personal protective equipment to control hazards is used during emergency situations, for brief intermittent and non-routine tasks, and whenever other controls fail to achieve adequate risk reduction. Keysight has established operational controls and programs for workplace ergonomics and addresses furniture and seating purchased for its employees. The objective of the program is to reduce exposure to ergonomic risk factors by applying engineering controls and tool designs, safe work practice and behaviors, and ultimately verifying the effectiveness of the solutions.

Through Keysight's health surveillance program workers subject to potentially hazardous work environments or jobs are identified, trained, and monitored with respect to the unique hazards associated with their work. Health surveillance is maintained for the following hazards or requirements: chemical hazards, radiation, laser devices, respiratory protection, and noise and hearing conservation. The quality of the program is ensured, and employee health information is protected by having all health data collected and maintained by licensed medical professionals in accordance with local data and patient privacy laws. Keysight uses employee health data to reduce or eliminate workplace hazards and ensure appropriate treatment of injuries and illnesses. Keysight does not use employee health data for employment or assignment purposes.

References

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment   Page(s) 9-12

403-4 Worker participation, consultation, and communication on occupational health and safety

Describe the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers:

Representative workers participate in safety committee meetings where they can comment on the development, implementation, and evaluation of the EHSMS. All employees can offer input through Keysight's internal EHS web-based tool. Keysight EHS communicates occupational health and safety information to employees through EHS newsletters, quarterly meetings with local EHS teams, and site postings.

Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees:

Keysight's CSR governance structure is a joint management team including EHS, HR, Legal, and other cross function teams in development, governance, and oversight of Keysight CSR program.

Workplace safety inspections are conducted periodically to identify any general hazards in the workplace so they can be eliminated. These inspections are performed by work-area employees that are trained annually in conducting safety inspections. An example of a cross functional team is Keysight's Emergency Response Team that respond to site emergencies.

Keysight has employee network groups that reflect many dimensions from diversity, women in leadership, disability, and employee's safety and health. Employee network groups at Keysight are groups of employees that voluntarily come together to identify, highlight, and help address employee-development opportunities.

References

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment   Page(s) 9-12

403-5 Worker training on occupational health and safety

Describe any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations:

As part of the KLM 'Employee Growth' component, learning at Keysight aligns directly with Keysight's business strategy. Learning drives professional growth and continuous improvement, ensures a strong leadership pipeline and promotes company-wide development with a focus on customer insight. Processes are also in place to identify specific training needs for workers at each location, based on employee's job function, site risks and local regulatory requirements. Each location has their training materials available for workers to access and complete their identified training needs. Keysight also recognizes its employees have the potential to work in hazardous environments at customer locations that could pose a health risk to Keysight employees. Guidelines have been set to decrease risks to Keysight employees under such conditions. Other controls include reviewing work practices and engineering controls, provision of personal protective equipment to reduce exposure, hazardous communication training, and health surveillance to mitigate any potential risks to Keysight employees. Specific occupational health and safety training is assigned after the hiring manager submits a checklist identifying job-specific hazards. Equivalent training is required of all contracted service providers for all workers that are not employees.

Keysight's EHS Training programs are provided to ensure workers are apprised of workplace hazards that they might encounter and the appropriate control methods to reduce those risk factors to as low as reasonably possible. Keysight strives to hire contractors that demonstrate exemplary effort in the compliance of all applicable laws and regulations that pertain to environmental, health and safety standards. Expectations are set that the contractor will provide appropriate training to their workers while working for Keysight or at Keysight locations.

References

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment   Page(s) 9-12

403-6 Promotion of worker health

Explain how your organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided:

Benefit packages for Keysight employees include healthcare where social medicine is not available, including robust mental and emotional health services. Keysight also provides additional benefit programs to address holistic wellbeing, workplace accessibility and accommodations, and employee equity programs.

Describe any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs:

Keysight maintains employee benefit programs including wellbeing programs to address stress and psychological health, emotional health and family support resources, workplace accessibility and accommodations, and employee equity programs.

References

Crisis Management: Keysight's Business Continuity and Response to Crisis Events

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

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403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Describe the approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to operations, products, or services by business relationships, and the related hazards and risks:

Keysight maintains a best-in-class work environment to ensure the personal safety of everyone that works for Keysight. The company does this by providing a safe and compliant work environment complete with recognition and control of workplace hazards, tracking injury and illness rates, training, and awareness programs, utilizing a global travel health program, and maintaining robust emergency and disaster recovery plans. Conformance to RBA and ISO standards regarding occupational health and safety supports Keysight's principles and helps them achieve EHS objectives.

Keysight has internal KPIs for continuous improvement towards health and safety goals, including injury and illness rates and workplace accessibility and accommodations. Keysight continuously monitors the health and safety landscape to ensure compliance. Keysight's health and safety initiatives have created a measurable impact on the company's global injury and illness rates. Keysight's injury and illness rates are consistently well below the industry average. In addition to internal metrics, Keysight annually submits to the RBA Self-Assessment Questionnaire (SAQ) and the Ecovadis CSR Assessment to demonstrate the broad impact of the company's EHS management system. Keysight and its facilities are routinely classified as "low-risk."

References

Keysight's Leadership Model (KLM)

Crisis Management: Keysight's Business Continuity and Response to Crisis Events

Environmental, Health and Safety (EHS) Policy

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

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403-8 Workers covered by an occupational health and safety management system

Workers and Non-Employees Covered by an Occupational Health and Safety Management System

	2023	2022	2021	2020
	Percentage	Percentage	Percentage	Percentage
Total covered by such a system	100%	100%	100%	100%
Total covered by such a system that has been internally audited:	100%	100%	100%	100%
Total covered by such a system that has been audited or certified by an external party:	100%	100%	100%	100%

Report whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded:

Non-employee workers whose work and workplace are controlled by Keysight are directly covered by the company's Environmental (Occupational) Health and Safety Management System. Contract service providers are covered by the company's EHSMS, though they are responsible for their employees' work and workplace.

403-9 Work-related injuries

Work-Related Injuries, Employees

Employees	2023	2022	2021	2020
Number of fatalities:	0	0	0	0
Rate of fatalities:	0	0	0	0
Number of high-consequence work-related injuries:	0	0	0	0
Rate of high-consequence work-related injuries:	0	0	0	0
Number of recordable work-related injuries:	34	38	28	40
Rate of recordable work-related injuries:	0.17	0.19	0.14	0.22
The main types of work-related injury:	Slip, trip, and fall (10 injuries, 28%); contact with objects or equipment (eight injuries, 22%); cumulative trauma (seven injuries, 19%)	COVID-19 (nine illnesses, 24%); slip, trip, and fall (six injuries, 16%); cumulative trauma (six injuries, 16%); acute overexertion (five injuries, 13%); laceration (five injuries, 13%)	Cumulative trauma, acute overexertion, laceration	Cumulative trauma, acute overexertion, laceration
Number of hours worked:	40,574,000	39,464,000	38,824,000	37,150,000

Work-Related Injuries, Non-Employees

Non-Employees	2023	2022	2021	2020
Number of fatalities:	0	0	0	0
Rate of fatalities:	0	0	0	0
Number of high-consequence work-related injuries:	0	0	0	0
Rate of high-consequence work-related injuries:	0	0	0	0
Number of recordable work-related injuries:	0	0	0	0
Rate of recordable work-related injuries:	0	0	0	0
The main types of work-related injury:	N/A	N/A	N/A	N/A
Number of hours worked:	0	0	0	0

Describe any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls:

Actions taken to eliminate work-related hazards include engineering controls, material replacements, and process modifications.

Rates calculated based on 200,000 or 1,000,000 hours worked:

200,000

Report whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded:

Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees. Keysight does not maintain accidents, fatalities, and incidents data for contractors or third parties.

403-10 Work-related ill health

Work-Related Ill Health, Employees

Employees	2023	2022	2021	2020
Number of fatalities as a result of work-related ill health:	0	0	0	0
Number of cases of recordable work-related ill health:	2	9	2	1
Main types of work-related ill health:	One case of COVID-19, one case of acute respiratory irritation following exposure to open container of NH4OH.	COVID-19 (nine illnesses). These nine cases are also included in the 38 injury / illness cases reported.	COVID-19	COVID-19

Work-Related Ill Health, Non-Employees

Non-Employees	2023	2022	2021	2020
Number of fatalities as a result of work-related ill health:	0	0	0	0
Number of cases of recordable work-related ill health:	0	0	0	0
Main types of work-related ill health:	N/A	N/A	N/A	N/A

Describe the work-related hazards that pose a risk of ill health:

Potential exposure to COVID-19.

Explain whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded:

Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees. Keysight does not maintain accidents, fatalities, and incidents data for contractors or third parties.

GRI 404: Training and Education 2016

3-3 Management of material topics: Training and Education

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure training and education impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Talent Acquisition, Retention, and Development" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding training and education. Below is an example; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Keysight's Commitment to Learning and Development: Providing learning and professional development opportunities for employees is fundamental to Keysight's identity and is a core component of the KLM - the framework for how Keysight operates.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate. Keysight evaluates the effectiveness of this material topic through various mechanisms:

- Keysight tracks measures of success and the return on investment of employee training and development programs. The measures vary throughout the company and across programs. External party methods are also leveraged, for example the company uses the Kilpatrick Model.
- Keysight tracks the average training hour per employee and surveys participant satisfaction for each training and development program.
- In fiscal year 2023, SBC training reached 100% completion rate, and 100% of Keysight employees received performance feedback.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Keysight's Leadership Model (KLM)

CSR Management System

Keysight's Commitment to Learning and Development

404-1 Average hours of training per year per employee

Average Hours of Training Per Year Per Employee

Employee category	Male 2023	Female 2023	Male 2022	Female 2022	Male 2021	Female 2021	Male 2020	Female 2020
Total Workforce	15.83	18.06	16.60	18.50	13.47	16.15	12.16	14.63
Overall Average	16.52	16.52	17.20	17.20	14.29	14.29	12.87	12.87

404-2 Programs for upgrading employee skills and transition assistance programs

Describe the type and scope of programs implemented and assistance provided to upgrade employee skills:

Keysight recognizes that learning is a lifelong pursuit. The company strives to encourage an employee mindset of professional growth and continuous improvement. Learning and development opportunities ensure a strong leadership pipeline and promote company-wide development with a focus on the collective business imperative — customer success.

In a constantly changing world, Keysight prioritizes offering learning opportunities that reflect new challenges, such as managing in a virtual environment, evolving work-life demands, global supply chain disruptions, and more.

Keysight's mission is to accelerate innovation to connect and secure the world. The company recognizes that employee professional growth is crucial in advancing individual and operational success. The company offers various programs and platforms that provide customized development opportunities for employees. Employees have access to a wide range of programs, workshops, classes, and resources to excel in their roles and the ability to connect with each other.

- Learning pathways: Utilization of the company's Degreed platform that create learning pathways to continually upskill and reskill the workforce.
- Customized skill-based training solutions: Designed in partnership with the business and aligned to critical business needs such as project management skills, sales enablement skills and growth mindset.
- Performance discussions: Provides a conduit to discuss and plan opportunities for individual growth and development.
- Mentoring and coaching: Provides one-on-one, customized opportunities to learn from others.
- Internal guides (Thrive Guide, Project Inspire): Provides current and relevant information on world events, best practices on engagement, work-life balance, leading remote teams, and more.
- Keysight leadership toolkit: Offers a comprehensive collection of tips, resources, and guidelines to manage employees and develop leadership expertise.
- Guides and support: Help keep employees healthy, productive, and engaged despite external challenges.

Other programs for upgrading employee skills and transition assistance programs include the following:

- Business groups, regions, and functions enable specific skills development and training programs for their respective employees to meet the growing needs of their organizations.
- DEI: At Keysight, every employee has a role to play in contributing to its inclusive culture. In 2022, the company expanded core DEI training from manager-only to the entire Keysight employee population with a requirement to complete by early calendar year 2023. In the first half of fiscal year 2023, 100% of employees completed the Working Inclusively course. Working Inclusively focuses on DEI fundamentals, unconscious bias, and microaggressions. It includes reflections and resources to enable DEI dialog and contributions from all. The core training modules are available in simplified Chinese, French, German, Japanese, and Spanish in addition to English. Several other trainings were offered to augment employees' DEI learning, including SELECT - The Neuroscience of Better Hiring and Develop Job Descriptions and Market Openings Inclusively. This comprehensive DEI learning and development approach supports Keysight's DEI strategy and plays a critical role in building awareness, developing skills, and supporting career development.
- EAP: Keysight provides an EAP for eligible employees to provide financial and management support for continuing their university or academic degree study.
- ENGs: ENGs at Keysight are groups of employees that voluntarily come together to identify, highlight, and help address employee-development opportunities. All ENGs have volunteerism as a key element of their annual plans and are often aligned with the particular group's value and corporate community focus area. These ENGs align with Keysight's desire to support and maintain a diverse and inclusive work environment. ENGs enable active learning and development and provide a reciprocal benefit between the company and employees. There are 18 ENGs worldwide at Keysight, including WLD, ENUM, KSWEEP, NextGen, KDA, Toastmasters, and more.
- KLM: The KLM is a blueprint for everything Keysight does to continuously drive great value to shareholders, customers, and employees. It becomes a common framework and language that creates employee alignment with Keysight's strategy. KLM is built into employee training and development programs. The KLM is part of all new hire development to help them learn about the culture and framework from which Keysight operates and reinforced in new manager training to learn to lead through the KLM lens.
- Keysight Sales Enablement Training (KSET): The sales organization provides tailored training to sellers throughout their career journey. This includes new sellers, experienced, and specialized sellers. The sales training is tailored to Account Managers requiring a breadth of knowledge and Solution Engineers needing a deep technical understanding of Keysight solutions and customer requirements. Different programs serving the specific needs of sellers have been developed for ongoing training, such as S1000 for Solution Engineers, Onboarding / Neophyte for new hires, New Product Information (NPI) of the Month, and dedicated sessions for critical industries, such as Wireless, Non-Terrestrial Networks, and Automotive for Account Managers. There is a strategic shift to focus on the company's customers and "Customer Centricity". Platforms used to deliver training include face-to-face, live Teams meetings, and on-demand.
- Keysight Learning Platform: The platform offers robust training and development programs, as well as learning resources.
- Keysight Strategy Activation (KSA): KSA training is another prioritized training program run globally which increases transparency and alignment to connect employee individual efforts to company strategies and results. Keysight emphasizes learning while doing, experimentation, stretch assignments, and on-the job-learning designed to happen anywhere at any time.
- Mentorship Programs: Keysight counts on a culture that supports participation in formal and informal mentoring relationships to foster inclusion, engagement, and development. Mentorship at Keysight is accessible to all employees. It focuses on the passion, performance, and potential of employees by strengthening their connection to their organization,

business, and team while supporting them in delivering business results. All new hires participate in a New Hire Orientation Welcome Session and are invited to participate in New Hire Mentoring to learn about Keysight culture and begin to build their network.

- Value Creation Plans: Keysight builds Value Creation Plans into annual employee objective setting and management plans (as well as regular management check-ins).

Additionally, Keysight's customized learning and development solutions for employee and leadership development are closely integrated into the company's DEI strategy and play a critical role in building awareness, developing skills, supporting career development, and creating a culture of learning.

Describe transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment:

The Keysight Emeritus Program allows the most accomplished of its best-in-class workforce to help advance Keysight while they plan for a transition out of Keysight employment or even after they leave the company. Under this program, certain employees that are considered industry experts will be given the opportunity to move to a more flexible schedule and a more consultative role.

Retirees receive financial services counseling from Fidelity. For specific employment terminations, career counseling and resume services are available through Lee Hecht Harrison.

References

Keysight's Leadership Model (KLM)

Keysight's Commitment to Learning and Development

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404-3 Percentage of employees receiving regular performance and career development reviews

Percentage of Employees Receiving Regular Performance and Career Development Reviews

Employee Category	Male 2023	Female 2023	Total 2023	Male 2022	Female 2022	Total 2022	Male 2021	Female 2021	Total 2021	Male 2020	Female 2020	Total 2020
Total workforce	100	100	100	100	100	100	100	100	100	100	100	100

Comments

Every Keysight employee receives a Value Creation Plan annually which includes their key annual performance objectives, development plan, and provides the opportunity for regular check-ins with their manager. This process ensures employees are clear on what is expected of them and focuses on their talents and strengths.

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topics: Diversity and Equal Opportunity

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure diversity and equal opportunity impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Diversity, Equity, and Inclusion" and "Talent Acquisition, Retention, and Development" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding diversity and equal opportunity. Below are a few examples; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Diversity and Equal Employment Policy: Keysight is committed to being an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to diversity, ethics, integrity, and compliance everywhere business is conducted. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration.
- Harassment Policy: Keysight enforces its Harassment Policy, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements.
- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
- Invitation to Covered Veterans to Self-Identify: Keysight is committed to taking affirmative action to employ and advance employment of qualified covered veterans. Covered Veterans are invited to self-identify to be considered under this affirmative action program.
- Invitation to Individuals with Disabilities to Self-Identify: Keysight is committed to taking affirmative action to employ and advance the employment of qualified disabled individuals. Disabled individuals that have a physical or mental impairment that substantially limits a major life activity are invited to self-identify to be considered under this affirmative action program.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Keysight evaluates the effectiveness of this material topic through various mechanisms:

- Keysight's diversity key impact goals are monitored, tracked, and assessed through the CSR KPI Dashboard
- Keysight's CSR KPI Dashboard systematically monitors and evaluates key CSR function pillars and program performance.
- Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Affirmative Action and Equal Employment Opportunity Policy Statement

DEI - Engineering Equality

Global Human Rights and Labor Standards Policy

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405-1 Diversity of governance bodies and employees

Diversity of governance bodies and employees

	Gender			Age Group			Other indicators of diversity
	Male	Female	Other	Under 30 years old	30-50 years old	Over 50 years old	Minority/Vulnerable groups
Governance Bodies Members	73%	27%	0%	0%	9%	91%	27%
Employee Category							
Total	66.84%	30.18%	2.98%	12.41%	58.04%	29.55%	
Management	71.93%	24.31%	3.76%	0.77%	57.13%	42.10%	

405-2 Ratio of basic salary and remuneration of women to men

Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation:

Employee Category	Location	2023 Ratio	2022 Ratio	2021 Ratio	2020 Ratio
Active, Regular	United States	0.98	0.983	0.98	0.99
Active, Regular	Malaysia	0.98	0.97	0.97	0.98
Active, Regular	China	0.97	0.991	0.98	0.97
Active, Regular	India	0.96	0.97	0.97	0.98
Active, Regular	Singapore	1.00	1.004	1.02	1.02
Active, Regular	Japan	0.98	0.979	0.99	0.99
Active, Regular	Germany	1.00	0.999	0.89	1.01
Active, Regular	Spain	0.99	1.001	0.99	1.01
Active, Regular	Korea	1.03	1.011	1	1.01
Active, Regular	France	0.96	0.959	0.96	0.93
Active, Regular	Romania	0.94	0.931	0.95	0.99
Active, Regular	Canada	1.06	1.052	1.02	1.09
Active, Regular	Finland	0.93	0.93	0.93	0.93
Active, Regular	United Kingdom	0.99	0.992	0.97	0.97
Active, Regular	Taiwan	1.04	1.048	1.04	1.03
Active, Regular	Italy	0.98	0.975	1	0.99
Active, Regular	Total Worldwide	0.98	0.98	0.97	0.98

The definition used for 'significant locations of operation':

To be consistent with previous year's reporting on this topic, the company defines 'significant locations of operations' as countries and areas with 100+ headcount.

GRI 406: Non-discrimination 2016

3-3 Management of material topics: Non-discrimination

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure non-discrimination impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Diversity, Equity, and Inclusion" and "Talent Acquisition, Retention, and Development" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding non-discrimination. Below are a few examples; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Diversity and Equal Employment Policy: Keysight is committed to being an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to diversity, ethics, integrity, and compliance everywhere business is conducted. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration.
- Harassment Policy: Keysight enforces its Harassment Policy, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements. The company also has regionally specific non-harassment trainings for managers of employees in locations, where local laws require such training.
- Gender Transition Resource Guide: The Resource Guide is intended to support Keysight's United States-based employees considering or making a gender transition in the workplace, as well as their managers and coworkers. The Guide includes a link to a glossary of key terminology to help educate anyone unfamiliar with terms related to gender identity, expression, and transition. The Guide also provides transitioning employees with information that may be helpful to them in navigating changes in the workplace. Managers and coworkers are provided with guidance regarding their responsibilities and recommended best practices with respect to transitioning employees.
- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the CSR program's components, accountabilities, and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Keysight evaluates the effectiveness of programs in this area through various mechanisms:

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
- Keysight diversity key impact goals are monitored, tracked, and timely assessed through CSR KPI Dashboard
- Keysight annually assesses the representation of women, minorities, veterans, and individuals with disabilities throughout its workforce, as compared to availability statistics. Keysight sets corresponding annual goals to increase representation, as necessary, of under-represented groups.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)

CSR Management System

Keysight: Our Culture

Affirmative Action and Equal Employment Opportunity Policy Statement

Global Human Rights and Labor Standards Policy

406-1 Incidents of discrimination and corrective actions taken

Total number of incidents of discrimination

	2023	2022	2021	2020
Total number of incidents of discrimination	0	0	0	0

Incidents of Discrimination and Corrective Actions Taken

Incidents of Discrimination (reporting year only)	Status of Incident	Corrective actions taken
There have been no recorded incidents of unlawful discrimination.	☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Comments

Keysight is not aware of any incidents of unlawful discrimination during the reporting period.

GRI 407: Freedom of Association and Collective Bargaining 2016

3-3 Management of material topics: Freedom of Association and Collective Bargaining

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure freedom of association and collective bargaining impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Sustainable Supply Chain" and "Talent Acquisition, Retention, and Development" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding freedom of association and collective bargaining. Below is an example; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Keysight evaluates the effectiveness programs in this area through various mechanisms:

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
- The Keysight Labor Management System (KLMS) and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Keysight's Commitment to Human Rights and Labor Standards

Global Human Rights and Labor Standards Policy

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Report operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights:

Keysight is unaware of any operations or suppliers in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.

Describe measures taken in the reporting period intended to support rights to exercise freedom of association and collective bargaining:

Operations

Keysight's Human Rights and Labor Standards Policy: Keysight respects the rights of employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in accordance with local laws and established practice, if desired. Employees and / or their representatives are encouraged to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

Suppliers

Keysight's Supplier Code of Conduct principles are based on the RBA Code of Conduct. The company has committed to making progress towards complying with the RBA Code of Conduct and expect its suppliers and sub-tier suppliers to operate in accordance with this approach. Suppliers shall respect the rights of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in a peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and / or their representatives shall be able to openly communicate with management regarding working conditions without fear of discrimination, reprisal, intimidation, or harassment.

Keysight has programs in place to monitor and verify its suppliers' conformance with the Supplier Code of Conduct. The programs include communicating Keysight's requirements to all suppliers; and conducting supplier assessments and audits to assess supplier compliance status against the requirements.

In cases where there are issues with adherence to Keysight's supplier expectations, the supplier shall initiate a corrective action plan to Keysight. The corrective action plan will be reviewed and monitored by Keysight internal audit team before the closure.

According to suppliers that completed the RBA VAP audits in fiscal year 2023, there were no incidents where the right to freedom of association and collective bargaining may be at risk.

Comments

Keysight follows the laws of each country in which the company operates. Additionally, Keysight requires suppliers to adhere to Keysight's Supplier Code of Conduct principles, which are based on the RBA Code of Conduct.

References

Supplier Code of Conduct

RBA Validated Assessment Program (VAP) Operations Manual

Keysight's Commitment to Human Rights and Labor Standards

Statement on Eradication of Slavery and Human Trafficking

Global Human Rights and Labor Standards Policy

GRI 408: Child Labor 2016

3-3 Management of material topics: Child Labor

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure child labor impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Sustainable Supply Chain" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding child labor. Below are a few examples; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Eradication of Slavery and Human Trafficking: This statement reflects Keysight's commitment and efforts to combat any forms of forced and bonded labor in its business and supply chain. It is intended to provide current and potential customers, shareholders, and employees the ability to make a better, more informed choice about the products and services they buy, the investments they make, and the company they support. This statement provides Keysight's approach to engaging employees and supply chain to eliminate forced and bonded labor, as well as support assessing and addressing the risk of slavery and human trafficking.
- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
- Keysight Supplier Code of Conduct: Keysight maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. These include Keysight's Supplier Code of Conduct, the Human Rights and Labor Standards Policy and the SBC. The Supplier Code of Conduct requires that all Keysight suppliers "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking."

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Keysight evaluates the effectiveness programs in this area through various mechanisms:

- Keysight's CSR Key KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
- The KLMS and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)

Compliance Hotline

CSR Management System

Supplier Code of Conduct

Keysight's Commitment to Human Rights and Labor Standards

Statement on Eradication of Slavery and Human Trafficking

Global Human Rights and Labor Standards Policy

408-1 Operations and suppliers at significant risk for incidents of child labor

Disclose operations and suppliers considered to have significant risk for incidents of child labor and/or young workers exposed to hazardous work:

Keysight is unaware of any operations or suppliers identified as having significant risk for incidents of child labor and/or young workers exposed to hazardous work.

Describe measures taken in the reporting period intended to contribute to the effective abolition of child labor:

Operations

Keysight's Human Rights and Labor Standards Policy: Keysight does not use or tolerate the use of child labor. The term "child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. If child labor is identified, it is immediately corrected, and corrective actions are put in place to ensure that it does not happen again.

Suppliers

Keysight's Supplier Code of Conduct establishes the company's expectations for suppliers, including human rights requirements that eliminate the exploitation of child labor and exposure of young workers to hazardous work. Keysight expects suppliers to adhere to its Supplier Code of Conduct, labor, and human rights practice in accordance with the International Labor Organization (ILO) and the UN Guiding Principles on Business and Human Rights. Keysight has programs in place to monitor and verify supplier conformance with the Supplier Code of Conduct as well as labor and human rights requirements. The programs include communicating Keysight's requirements to all suppliers; and conducting supplier assessments and audits to assess supplier compliance against the labor and human rights requirements.

In cases where there are issues with adherence to Keysight's supplier expectations, supplier shall initiate a corrective action plan to Keysight. The corrective action plan will be reviewed and monitored by Keysight internal audit team before the closure.

According to suppliers that completed the RBA VAP audits in fiscal year 2023, there were no incidents of child labor.

Comments

Keysight follows the laws of each country in which the company operates. Additionally, Keysight requires suppliers to adhere to Keysight's Supplier Code of Conduct principles, which are based on the RBA Code of Conduct.

References

Supplier Code of Conduct   Page(s) 5-7

RBA Validated Assessment Program (VAP) Operations Manual

Keysight's Commitment to Human Rights and Labor Standards

Statement on Eradication of Slavery and Human Trafficking

Global Human Rights and Labor Standards Policy

GRI 409: Forced or Compulsory Labor 2016

3-3 Management of material topics: Forced or Compulsory Labor

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure forced or compulsory labor impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices," "Sustainable Supply Chain," and "Talent Acquisition, Retention, and Development" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding forced or compulsory labor. Below are a few examples; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Eradication of Slavery and Human Trafficking: This statement reflects Keysight's commitment and efforts to combat any forms of forced and bonded labor in its business and supply chain. It is intended to provide current and potential customers, shareholders, and employees the ability to make a better, more informed choice about the products and services they buy, the investments they make, and the company they support. This statement provides Keysight's approach to engaging employees and supply chain to eliminate forced and bonded labor, as well as support assessing and addressing the risk of slavery and human trafficking.
- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
- Keysight Forced Labor / Bonded Labor Guideline: Keysight believes all human beings should be afforded basic rights and freedoms, including the right to freely chosen employment and fair working conditions. Keysight explicitly prohibits human trafficking and the use of involuntary labor in any forms of forced labor, bonded labor, or child labor. Forced Labor / Bonded Labor Guidelines are meant to prevent involuntary labor and human trafficking based on international labor and human rights standards as well as best practices across the global business community.
- Keysight Supplier Code of Conduct: Keysight maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. These include Keysight's Supplier Code of Conduct, the Human Rights and Labor Standard Policy and the SBC. The Supplier Code of Conduct requires that all Keysight suppliers "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking."

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Keysight evaluates the effectiveness programs in this area through various mechanisms:

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.

- The KLMS and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)

Compliance Hotline

CSR Management System

Supplier Code of Conduct

Keysight's Commitment to Human Rights and Labor Standards

Statement on Eradication of Slavery and Human Trafficking

Global Human Rights and Labor Standards Policy

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor:

Type of operation (such as manufacturing plant) and supplier	Countries or geographic areas with operations and suppliers considered at risk
Keysight is unaware of any operations and suppliers having a significant risk for incidents of forced or compulsory labor.	

Describe measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor:

Operations

Keysight's Human Rights and Labor Standards Policy: Keysight does not use or tolerate the use of forced, bonded (including debt bondage) or indentured labor, voluntary / involuntary or exploitative prison labor, slave labor or labor obtained through the trafficking of persons including transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

Refer to Keysight's Statement on Eradication of Slavery and Human Trafficking for more information about the efforts to combat slavery and human trafficking in the company's business and supply chain.

Keysight does not hold or otherwise destroy, conceal, confiscate, or deny access by employees to their identity or immigration documents, such as government-issued identification, passports, or work permits, unless such holdings are required by law. Keysight employees are not required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid, Keysight reimburses the employee.

Suppliers

Keysight is committed to compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the "California Act") and the Modern Slavery Act 2015 (effective October 29, 2015, the "UK Act"). The company maintains a Supplier Code of Conduct and Human Rights and Labor Standards Policy that strictly prohibits the use of slavery or human trafficking in their direct supply chain. All suppliers shall "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." Keysight expects suppliers to abide by the bans on forced or compulsory labor set forth in International Labor Organization guidelines, including Article 2 of the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105. Suppliers shall also ensure respect for human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights.

Keysight has programs in place to monitor and verify its suppliers' conformance with the Supplier Code of Conduct as well as labor and human rights requirements. The programs include communicating Keysight's requirements to all suppliers; and conducting supplier assessments and audits to assess supplier compliance status against the labor and human rights requirements.

Keysight utilizes the RBA SAQ to assess key suppliers' compliance status. Additionally, Keysight engages a third-party consultant to perform an in-depth CSR assessment of the company's suppliers. Suppliers that score below the satisfactory score are considered high-risk facilities. Each high-risk facility will be audited according to the RBA VAP to identify the significant risk for forced or compulsory labor.

In cases where there are issues with adherence to Keysight's supplier expectations, the supplier shall initiate a corrective action plan to Keysight. The corrective action plan is then reviewed and monitored by Keysight's internal audit team before the closure.

Comments

Keysight follows the laws of each country in which the company operates. Additionally, Keysight requires suppliers to adhere to Keysight's Supplier Code of Conduct principles, which are based on the RBA Code of Conduct.

References

Supplier Code of Conduct Page(s) 5-7

Keysight's Commitment to Human Rights and Labor Standards

Statement on Eradication of Slavery and Human Trafficking

Global Human Rights and Labor Standards Policy

GRI 410: Security Practices 2016

3-3 Management of material topics: Security Practices

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure security practices impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Employee Health, Safety, and Wellness" and "Sustainable Supply Chain" material aspects.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding security practices. Below are a few examples; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Compliance Hotline: Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions.
- Eradication of Slavery and Human Trafficking: This statement reflects Keysight's commitment and efforts to combat any forms of forced and bonded labor in its business and supply chain. It is intended to provide current and potential customers, shareholders, and employees the ability to make a better, more informed choice about the products and services they buy, the investments they make, and the company they support. This statement provides Keysight's approach to engaging employees and supply chain to eliminate forced and bonded labor, as well as support assessing and addressing the risk of slavery and human trafficking.
- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
- Keysight Forced Labor / Bonded Labor Guideline: Keysight believes all human beings should be afforded basic rights and freedoms, including the right to freely chosen employment and fair working conditions. Keysight explicitly prohibits human trafficking and the use of involuntary labor in any forms of forced labor, bonded labor, or child labor. Forced Labor/Bonded Labor Guidelines are meant to prevent involuntary labor and human trafficking based on international labor and human rights standards as well as best practices across the global business community.
- SBC Training: Keysight requires all employees and managers to complete annual SBC training. This practice sets the expectation for all employees to remain accountable to the company's high ethical standards and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with fellow employees. Employees are accountable for knowing, understanding, and complying with these Standards on a daily basis. In addition, managers conduct regular reviews of these Standards with employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Keysight evaluates the effectiveness programs in this area through various mechanisms:

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
- The KLMS and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.
- Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2023, 100% of employees completed SBC training.
- Keysight developed its security policy to enhance the security of Keysight's people, property, and proprietary assets and to establish basic security thresholds and responsibilities for Keysight employees.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)

Compliance Hotline

CSR Management System

Statement on Eradication of Slavery and Human Trafficking

Keysight Security - Keysight's Commitment to Security in a Connected World

Global Human Rights and Labor Standards Policy

410-1 Security personnel trained in human rights policies or procedures

Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security:

100%

Training requirements also apply to third-party organizations providing security personnel:

Yes

Comments

Keysight has outsourced its security function to a reputable international security provider. This company trains 100% of its employees on human rights issues.

References

Supplier Code of Conduct

GRI 411: Rights of Indigenous Peoples 2016

3-3 Management of material topics: Rights of Indigenous Peoples

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure rights of indigenous peoples impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Sustainable Supply Chain" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight maintains many policies and commitments regarding rights of indigenous peoples. Below are a few examples; see the referenced resources for more details on the company's policies and commitments for this material aspect.

- Compliance Hotline: Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions.
- Diversity and Equal Employment Policy: Keysight is committed to being an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to diversity, ethics, integrity, and compliance everywhere business is conducted. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration.
- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence. Furthermore, Keysight is committed to conducting business without discrimination and protecting the rights of indigenous peoples; persons belonging to national or ethnic, religious, and linguistic minorities; women; children; persons with disabilities; and migrant workers and their families.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Keysight evaluates the effectiveness programs in this area through various mechanisms:

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
- The KLMS and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

Standards of Business Conduct (SBC)

Compliance Hotline

CSR Website

CSR Management System

CSR Pillar: Our People

Affirmative Action and Equal Employment Opportunity Policy Statement

Global Human Rights and Labor Standards Policy

411-1 Incidents of violations involving rights of indigenous peoples

Total number of identified incidents involving indigenous rights

	2023	2022	2021	2020
Total number of identified incidents involving indigenous rights	0	0	0	0

Incidents of Violations Involving Rights of Indigenous Peoples (this reporting year only)

Incidents of violations involving rights of indigenous peoples	Status of incident	Actions taken
There have been no recorded incidents involving the rights of indigenous people.	☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Comments

There have been no recorded incidents involving the rights of indigenous people.

GRI 413: Local Communities 2016

3-3 Management of material topics: Local Communities

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure local communities impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Talent Acquisition, Retention, and Development".

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

413-1 Operations with local community engagement, impact assessments, and development programs

References

CSR Pillar: The Environment   Page(s) Environmental sustainability disclosure materials

CSR Pillar: Communities   Page(s) Descriptions of Community Engagement

CSR Resources Hub   Page(s) Certifications and assurance statements

DEI - Engineering Equality

2023 CSR Report   Page(s) 17-24

Reason For Omission

Information Unavailable/Incomplete
Keysight does not generally state the percentage of operations with implemented local community engagement, impact assessments, and/or development programs. However, the company does track, measure, and publicly reports global key impact results, has robust community engagements, and assesses impacts as part of policy and development initiatives worldwide. Please see related resources for more information.

413-2 Operations with significant actual and potential negative impacts on local communities

Reason For Omission

Not Applicable
Keysight takes seriously its commitment to strong corporate citizenship and operating in a sustainable and compliant fashion. The company is not aware of any actual or potential negative impacts on local communities.

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topics: Supplier Social Assessment

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure supplier social assessment impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Sustainable Supply Chain" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight's Supplier Code of Conduct establishes the expectations for suppliers, which include ethical business practices, social responsibility, environmental sustainability, and product quality. This Code's principles are based on the RBA Code of Conduct and the company has committed to making progress towards complying with the RBA Code of Conduct. Suppliers are required to adhere to Keysight's Supplier Code of Conduct, which includes ethical, labor, and human rights requirements in accordance with the RBA Code of Conduct, as well as the International Labour Organization (ILO) and the UN Guiding Principles on Business and Human Rights.

As the company continues to value supply chain sustainability, Keysight has programs in place to monitor its suppliers' compliance that includes communicating Keysight's requirements to all suppliers on a yearly basis, screening the supplier base during onboarding process, and conducting supplier assessments and audits.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Supplier Code of Conduct

Statement on Eradication of Slavery and Human Trafficking

Keysight's Supply Chain Management

Global Human Rights and Labor Standards Policy

Supplier Compliance Management System

414-1 New suppliers that were screened using social criteria

Percentage of new suppliers that were screened using social criteria

	2023	2022	2021	2020
Percentage (%) of new suppliers that were screened using social criteria:	100%	100%	100%	100%

Comments

Keysight is committed to be in compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the "California Act") and the Modern Slavery Act 2015 (effective October 29, 2015, the "UK Act"). Keysight's Supplier Code of Conduct and Human Rights and Labor Standards Policy strictly prohibit the use of slavery or human trafficking in Keysight's direct supply chain. All suppliers shall "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking."

Suppliers are also required to abide by the bans on forced or compulsory labor set forth in International Labor Organization guidelines, including Article 2 of the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105. Suppliers shall ensure respect for human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights.

These policies and requirements are cascaded to all new suppliers during the onboarding process. The Supplier Code of Conduct is also cited on Keysight's Purchase Order Terms and Conditions.

References

Purchase Order Terms and Conditions

Supplier Code of Conduct   Page(s) 5-7

Statement on Eradication of Slavery and Human Trafficking

Global Human Rights and Labor Standards Policy

414-2 Negative social impacts in the supply chain and actions taken

The reporting organization shall report the following information:

	2023	2022	2021	2020
Number of suppliers assessed for social impacts:	9	7	2	1
Number of suppliers identified as having significant actual and potential negative social impacts:	2	2	0	0
Significant actual and potential negative social impacts identified in the supply chain:	From the audit results in fiscal year 2023, priority non-conformances cited were related to the issues of freely chosen employment, working hours and service provider's recruitment fee.	As the result of audits in 2022, Keysight identified two suppliers with significant actual and potential negative social impacts, which the priority non-conformances are related to the subsection of freely chosen employment.	Keysight is unaware of any suppliers having significant actual and potential negative impacts social impact in the supply chain.	Keysight is unaware of any suppliers having significant actual and potential negative impacts social impact in the supply chain.
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	22%	28%	0%	0%
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment.	0%	0%	0%	0%

Comments

From the RBA VAP audits that were conducted to suppliers' manufacturing facilities in fiscal year 2023, priority non-conformances were found related to the issues of freely chosen employment, working hours and service provider's recruitment free. CAPs have been implemented to address the finding and remediate the situation. For other non-conformances identified during audits, suppliers are required to provide CAPs for each non-conformance. All CAPs shall be implemented timely as defined on the RBA VAP protocol.

Additionally, Keysight engaged a third-party consultant to perform in-depth CSR assessment at suppliers against industry-wide CSR practices. This assessment covers 21 sustainability criteria from the themes of environment, ethics, labor and human rights, and sustainable procurement.

GRI 415: Public Policy 2016

3-3 Management of material topics: Public Policy

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure public policy impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has not identified "Public Policy" as a material topic. However, the company believes that it is important to encourage the development of sound public policy, worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

415-1 Political contributions

If applicable, how the monetary value of in-kind contributions was estimated:

Keysight does not provide in-kind contributions.

Comments

Keysight complies with all provisions of the Lobbying Disclosure Act (LDA) of 1995 (2 U.S.C. § 1601) and all applicable amendments. Keysight files all required LD-203 forms on Political Contributions and LD-2 forms on Lobbying Activities during a quarterly and semi-annual basis. These forms are publicly available through https://lobbyingdisclosure.house.gov.

References

Lobbying Disclosure

GRI 416: Customer Health and Safety 2016

3-3 Management of material topics: Customer Health and Safety

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure customer health and safety impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight is committed to ensuring its products and solutions comply with applicable safety and regulatory requirements, which contributes to the health and safety of its customers. In line with the Keysight Quality Policy, the company ensures that all products and solutions comply with applicable safety and regulatory requirements. When applicable, Keysight equipment is safety certified by a Nationally Recognized Testing Laboratory. This assures such equipment completes all necessary routine safety tests before being released for customer shipments. The Keysight GSE sets restrictions on substances being present in the materials used in the company's solutions.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

General Specification for the Environment (GSE)

Quality Policy

416-1 Assessment of the health and safety impacts of product and service categories

Assessment of the Health and Safety Impacts of Product and Service Categories

	2023	2022	2021	2020
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts:	100%	100%	100%	100%

Comments

Keysight's quality and environmental policies mandate the company provide products and services that meet legal and regulatory requirements, including applicable EHS standards. Keysight is committed to a continuous improvement of the environmental aspects and impacts of its products as demonstrated by Keysight's ISO 14001 and ISO 9001 certificates, which are regularly audited by an external third-party.

References

General Specification for the Environment (GSE)

ISO 14001:2015 Certificate

Quality Policy

ISO 9001:2015 Certificate

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services

	2023	2022	2021	2020
Total number of incidents of non-compliance with health and safety regulations resulting in a fine or penalty:	0	0	0	0
Total number of incidents of non-compliance with health and safety regulations resulting in a warning:	0	0	0	0
Total number of incidents of non-compliance with voluntary codes for health and safety:	0	0	0	0

If the organization has not identified any non-compliance with regulations and/or voluntary codes, provide a brief statement of this fact:

Keysight did not receive any regulatory non-compliance notices for the reporting period.

GRI 417: Marketing and Labeling 2016

3-3 Management of material topics: Marketing and Labeling

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure marketing and labeling impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

In addition, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting the company's commitment to transparency, sustainability, and legal compliance. All products are labelled in accordance with Keysight's Quality Policy and meet regulatory requirements where sold.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

References

CSR Management System

Quality Policy

417-1 Requirements for product and service information and labeling

Requirements for Product and Service Information and Labeling

Product/service information	Required for product/service labeling
The sourcing of components of the product or service	No
Content, particularly with regard to substances that might produce an environmental or social impact	Yes
Safe use of the product or service	Yes
Disposal of the product and environmental/social impacts	Yes

Percentage of Significant Product or Service Categories

	2023	2022	2021	2020
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for product and service information and labeling:	90%	90%	90%	90%

Comments

Keysight complies with required labeling for substance identification in its products in accordance with required regulations, and safe use guidance for products produced by Keysight. Annually, Keysight communicates materials specifications through the GSE to its suppliers which sets general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging that are incorporated into Keysight products. This specification ensures compliance with global regulations and minimizes the environmental impact of its products. Keysight, original equipment manufacturer (OEM) products, and battery labels include the crossed-out wheelie bin symbol to help assure proper disposal. The company operates an end-of-life customer returns system. In addition, Keysight provides end-of-life management options where legally required. Reuse programs are offered for selected Keysight products. These programs address the requirements of the European WEEE (Waste from Electrical and Electronic Equipment) Directive.

References

General Specification for the Environment (GSE)

Keysight: Product Take-Back Program (WEEE)

417-2 Incidents of non-compliance concerning product and service information and labeling

Incidents of Non-Compliance Concerning Product and Service Information and Labeling

	2023	2022	2021	2020
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a fine or penalty:	0	0	0	0
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a warning:	0	0	0	0
Total number of incidents of non-compliance with voluntary codes for product and service information and labeling:	0	0	0	0

If the organization has not identified any non-compliance with regulations and/or voluntary codes, provide a brief statement of this fact:

Keysight had no incidents of non-compliance regarding products or non-compliance issues regarding labeling. In addition, Keysight did not have any non-compliance incidents for product-related claims during the reporting period.

417-3 Incidents of non-compliance concerning marketing communications

Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications

	2023	2022	2021	2020
Total number of incidents of non-compliance with regulations resulting in a fine or penalty:	0	0	0	0
Total number of incidents of non-compliance with regulations resulting in a warning:	0	0	0	0
Total number of incidents of non-compliance with voluntary codes:	0	0	0	0

If the organization has not identified any non-compliance with regulations and/or voluntary codes, provide a brief statement of this fact:

Keysight has not received any notifications or indications of non-compliance during the reporting period.

GRI 418: Customer Privacy 2016

3-3 Management of material topics: Customer Privacy

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights:

Keysight does not measure customer privacy impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Data Privacy and Security" material aspect.

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope and accountability. In addition, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting the company's commitment to transparency, sustainability, and legal compliance. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System.

Keysight's approach to data privacy compliance focuses on transparency, security, and documentation. Keysight provides upfront notice to all data subjects, whether Keysight customers or third parties, of what personal data the company collects and for what purpose. Keysight does not use the data for any purposes inconsistent with the purpose for which the data was originally collected without additional notice and consent where required. Keysight maintains appropriate security measures to protect the personal data in the possession of the company. And Keysight maintains records of the company's processing activities to be able to provide complete information to data subjects and regulators alike. Relevant Keysight employees are trained on these processes, and specific policies are maintained setting out these requirements.

Describe actions taken to manage the topic and related impacts:

The Keysight CSR Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions. Likewise, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting the company's commitment to transparency, sustainability, and legal compliance.

Report information about tracking of effectiveness of actions taken:

Keysight utilizes a Plan>Do>Check>Act approach to evaluating the program components, accountabilities and actions taken. If warranted, internal and / or external goals and targets are identified to evaluate progress. Those actions and goals or targets are then managed through a quarterly reporting process that tracks key impact goals throughout the year. All lessons learned and trends are fed back into the Plan>Do>Check>Act approach as appropriate.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective:

Keysight employs a multi-faceted approach to stakeholder engagement to share CSR program status and progress. The company also utilizes input from such engagements as part of its CSR materiality assessment and planning.

Comments

Please note that all references to materiality in this document, including "material impacts," "material aspects," "material topics," and the "materiality assessment," refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

KEYSIGHT

References

CSR Management System

Keysight Security - Keysight's Commitment to Security in a Connected World   Page(s) 6-7

Customer Privacy Statement

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Substantiated complaints concerning breaches of customer privacy and losses of customer data

	2023	2022	2021	2020
Total number of complaints concerning breaches of customer privacy received from outside parties and substantiated by the organization:	0	0	0	0
Total number of complaints concerning breaches of customer privacy received from regulatory bodies:	0	0	0	0
Total number of identified leaks, thefts, or losses of customer data:	0	0	0	0

If the organization has not identified any substantiated complaints, provide a brief statement of this fact:

Keysight did not have any substantiated complaints concerning breaches of customer privacy or losses of customer data during the reporting period.

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Energy Management

Energy Use by Source (RT-EE-130a.1)

(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable

Total amount of energy consumed, in gigajoules (GJ)	925,909
Percentage of energy supplied from grid electricity (%)	68.15%
Percentage of energy supplied from renewable energy (%)	3.45%

Discussion Section:

Conversion factors for all energy types, including biofuels:
IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]   Scope 1:   Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.; US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values.   Scope 2:   EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement) Determination for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies.

References

Keysight's Response to Climate Change

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

Water & Wastewater Management

Water Use and Sources (TC-ES-140a.1)

Total water withdrawn from all sources, in thousands of cubic metres (m³)

Total water withdrawn from all sources, in thousands of cubic metres (m³)	874.14

Portions of water supply by source, Percentage of total use (%)

Disclose portions of water supply by source	Percentage of total use by water source (%)
Groundwater	2.9%
Third-Party Water	97.1%

Total water consumed in operations

Total water consumed in operations, in thousands of cubic metres (m³)	157.49
Percentage of total water that is withdrawn in areas with High or Extremely High Baseline Water Stress (%)	13.70%
Percentage of total water consumed in areas with High or Extremely High Baseline Water Stress (%)	25.6%

Discussion Section

Identify activities that withdraw and consume water in areas with High or Extremely High Baseline Water Stress
Water Consumption = Water Withdrawal - Water Discharge Water is directly used by Keysight in operational processes such as the wafer fab and micro part processing at manufacturing sites. Water is also indirectly used in operations primarily for consumption (e.g., drinking water, restrooms, and cafeterias), irrigation, and chiller systems. Data for water stressed categories are from sites that are in high or extremely high baseline water stress areas. Data from water bills are provided by municipal water suppliers. Keysight uses the World Resources Institute (WRI) Aqueduct Water Risk Atlas to determine water stress. The company inputs the location of all sites under its operational control for water-related activities to determine the water stress level. Keysight considers sites to be in areas with water stress if the level is "high" or "extremely high". By using the WRI aqueduct tool, Keysight can analyze which sites may be most impacted by drought conditions in the future. The results of the WRI aqueduct analysis are presented to the appropriate Workplace Solutions teams, which are responsible for management of operational infrastructure and global real estate.

KEYSIGHT

Comments

Keysight recognizes that water is an important resource upstream for many of its suppliers. Keysight products have minimal water impacts downstream, in the customer stage of its value chain. Most of Keysight's products and solutions do not require water during use. Keysight does not anticipate any significant change in water dependency for its direct or indirect operations in the future.

Keysight recognizes that water is a limited and valuable natural resource. Although Keysight does not withdraw or consume a significant amount of water, access to water is important to its operations and the communities where Keysight operates. Therefore, Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving its environmental sustainability and management systems, including water stewardship, to support the business and local communities.

Risks of drought and changing water quality exist, and Keysight completes a thorough review of its sites in water stressed areas to identify water preservation opportunities. The company takes the necessary steps to reduce its exposure to water-related risks through conservation efforts and onsite water treatment and reclaim facilities.

Due to some data unavailability and delays, a small percentage of provided water data are estimated using an accrual method. Keysight will update its water inventory as data becomes available, and any cumulative changes that total more than +/- 5% will be updated in future reporting cycles.

Apex Companies, LLC conducted an independent verification of Keysight's water withdrawal, water discharge, and water consumption for fiscal year 2023. Please refer to the attached relevant Water Independent Limited Assurance Statement.

In fiscal year 2023, Keysight amended its interpretation of operational control for specific leasing arrangements based on the GHG Protocol. The company updated historical water data accordingly from fiscal year 2019 through fiscal year 2022.

Keysight leases space at multiple co-located sites and determined that as the lessee, the company maintains operational control of the leased spaces due to management of the utilities. Previously, the company allocated a percentage of the water withdrawn and discharged at the site to the lessor. This reporting year, the company added all water withdrawn, discharged, and consumed at owned sites to its water data inventory to align with the updated interpretation of operational control.

Additionally, Keysight is the lessor at its US Santa Clara, CA Stevens Creek site and does not maintain control of the utilities at this location. Previously, the company reported the water data allocated to Keysight from this site in its water data inventory. This reporting year, the company removed the water data previously allocated to Keysight at this site from its operational control and water data inventory.

For all revised water data that were previously verified, the company completed a new independent verification of the updated water data, which can be viewed on the CSR Resources Hub website. Please refer to the relevant attached documentation.

Quantitative Changes in Restated Information:

	FY 2022	FY 2021	FY 2020	FY 2019
Water withdrawal	+ 7%	+ 8%	+ 8%	+ 8%
Water discharge	+ 9%	+ 11%	+ 12%	+ 12%
Water consumption	0%	-2 %	- 2%	- 1%

References

Keysight's Water Use and Stewardship

CSR Resources Hub

FY 2022 Water Independent Limited Assurance Statement - Restatement

FY 2023 Water Independent Limited Assurance Statement

Waste & Hazardous Materials Management

Hazardous Waste Generated and Recycled (RT-EE-150a.1)

Amount of hazardous waste generated, percentage recycled

Total amount of hazardous waste generated, in metric tons (t):	309.91
Total amount of hazardous waste recycled, in metric tons (t):	87.92
Percentage of hazardous waste recycled (%):	28%
Percentage of hazardous waste generated incinerated (%):	10%

Disclosure section

Disclose the legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts defined in accordance with each applicable framework:
All e-waste vendors meet local regulatory requirements and are reviewed by the company's local Environmental, Health and Safety (EHS) teams to ensure compliance.

References

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

Hazardous Waste Generated and Recycled from Manufacturing (TC-ES-150a.1)

Amount of hazardous waste from manufacturing, percentage recycled

Total amount of hazardous waste generated, in metric tons (t)	309.91
Total amount of hazardous waste recycled, in metric tons (t)	87.92
Percentage of hazardous waste recycled (%)	28%
Percentage of hazardous waste generated incinerated (%)	10%

Discussion Section

Disclose the standard(s) with which the company your company has transferred e-waste to are compliant
All e-waste vendors meet local regulatory requirements and are reviewed by the company's local EHS teams to ensure compliance.

References

Keysight's Sustainability and Environmental, Health and Safety (EHS) Commitment

Number and aggregate quantity of reportable spills, quantity recovered (RT-EE-150a.2)

Number and aggregate quantity of reportable spills, quantity recovered

Disclose the total number and quantity (in kilograms) of reportable spills:	Total:
Total Number:	0
Total Quantity (kg):	0
Total Soil Number:	0
Total Soil Quantity (kg):	0
Total Water Number:	0
Total Water Quantity (kg):	0
Total Past Number:	0
Total Past Quantity (kg):	0
Quantity Recovered (kg):	0

Discuss activities to remediate spills that occurred in years prior to the reporting period but for which remediation activities are ongoing and long-term:

Discuss activities to remediate spills that occurred in years prior to the reporting period but for which remediation activities are ongoing and long-term:
Not applicable

Customer Privacy

Advertising and Privacy Discussion (TC-SI-220a.1)

Description of policies and practices relating to behavioural advertising and user privacy.

Describe the nature, scope, and implementation of policies and practices related to user privacy, with a focus on how you address the collection, usage, and retention of user information
Customer success is at the heart of everything Keysight does. One of the ways the company help honors its customer relationships is by ensuring that it respects and protects customer personal data privacy, and that the company is transparent in how this is done. As such, the company's publicly available Customer Privacy Statement provides a clear and prominent explanation of how Keysight collects, uses, shares, and protects customer personal data. See the Keysight Customer Privacy Statement to learn more.
Describe the information "lifecycle" and how information-handling practices at each stage may affect individual's privacy
Keysight's Global Data Privacy Policy details enterprise-wide requirements for processing personal data with a commitment to comply with (1) the laws and regulations of each country where Keysight conducts business, (2) Keysight's Standards of Business Conduct (SBC), and (3) Keysight's policies and procedures designed to meet data privacy legal and regulatory standards.   Employees that handle personal data as part of their work are expected to be familiar with these principles and abide by them and this policy whenever processing personal data. In addition, Keysight maintains appropriate technical and organizational measures to protect personal data from unauthorized use or disclosure, and to take swift, deliberate action to investigate and remedy any potential data breach.

References

Standards of Business Conduct (SBC)

Keysight Security - Keysight's Commitment to Security in a Connected World

Customer Privacy Statement

User Information Use (TC-SI-220a.2)

Number of unique users whose information is used for secondary purposes

Number of unique users whose information is used for secondary purposes	N/A

Comments

Keysight's policy is that all processing of customer or potential customer personal data shall be consistent with Keysight's Customer Privacy Statement, which explains how the company collects, uses, shares, and protects customer and potential customer personal data.

References

Customer Privacy Statement

User Privacy Legal Losses (TC-SI-220a.3)

Total amount of monetary losses as a result of legal proceedings associated with user privacy

Total monetary losses	0
Monetary losses from adjudicative proceedings	0
Monetary liabilities to opposing parties or others	0

Discussion Section

Briefly describe the nature and context of all monetary losses as a result of legal proceedings
Not applicable
Describe any corrective actions implemented as a result of the legal proceedings
Not applicable

Data Security

Data Security Policies (TC-HW-230a.1)

Description of approach to identifying and addressing data security risks in products

Describe approach to identifying vulnerabilities in the information systems that pose a data security risk:
Keysight's Product and Solution Security Program is focused on the cybersecurity of the company's products and solutions through: • Processes and tools that support vulnerability management; • Standards for secure product and solution definition, development, manufacturing, and support; and • Adoption of secure design principles and coding practices across product development.
Describe approach to addressing identified data security risks and vulnerabilities:
Keysight's Borderless Information Security Program applies a risk-based approach that has foundations in industry standards and best practices. The company's information- and cyber-security operations and procedures include a comprehensive Information Security Management System (ISMS) framework inclusive of all legal, physical, and technical controls involved in the organization's information risk management processes. The Borderless Information Security Program's priorities are summarized on page 24 of the 2024 Proxy Statement.
Describe products and services that specifically enable enhanced data security for users or features, if relevant:
Faster, more reliable communications, connected devices, and artificial intelligence (AI) technologies support emerging innovations across multiple applications, including crisis management, community security, healthcare, next-generation aeronautics, autonomous vehicles, and smart devices. Such applications connect and secure global communities by providing the technology needed to address privacy rights and safety threats quickly and efficiently. The ubiquitous use of networked data, devices, and AI technologies for these purposes, however, also open the door to vulnerabilities that can result in new, unintended safety issues and privacy implications. Keysight solutions test performance, validate security, and monitor deployments of these technologies in real-time. This enables our customers to find and fix vulnerabilities before they impact operations, thereby maintaining end user safety, security and privacy as applications are scaled to connect and secure the planet.
Discuss observed trends in type, frequency, and origination of data security and information systems attacks:
Cyber threats, particularly those related to ransomware and DDoS attacks, around the world continue to evolve with greater complexity, severity, and impact to businesses.
Describe the degree to which your approach is aligned with external standards or frameworks and/or legal or regulatory frameworks for managing data security:
Keysight's information security policies and governance structure are designed to ensure Keysight meets all applicable laws, certification requirements and accreditations including: • ISO 27001:2013 Certification for ISMS • UK Cyber Essentials PLUS Certification • PCI-DSS Certification • Enterprise-wide information security policies based on the NIST SP800-171 framework.

References

CSR Pillar: Our Solutions

Keysight Borderless Information Security Program

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CSR Resources Hub   Page(s) 'Registrations and Certifications' section

Data Breaches (TC-SI-230a.1)

(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected

Total number of data breaches	0
Percentage of data breaches involving personally identifiable information (%)	0%
Total number of unique users affected by data breaches, including those whose personal data was compromised	0

Discussion Section

Describe the corrective actions taken in response to data breaches
Not Applicable
Disclose policy for disclosing data breaches to affected users in a timely manner
Processes are in place to notify impacted stakeholders during and after a reportable event.

References

Keysight Borderless Information Security Program

Data Security Discussion (TC-SI-230a.2)

Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.

Describe your approach to identifying information system vulnerabilities that may pose a data security risk
Keysight uses an enterprise-wide risk management program and Information Security Review process designed to identify, assess, document, monitor, and report information security risks. Based on this information, the company evaluates the likelihood and impact of harmful events and deliver recommendations regarding a response to risks presented. Keysight's vulnerability management team has visibility to current trends and events within the information security community. This visibility is used to proactively protect our environment.
Describe your approach to managing identified data security risks and vulnerabilities
Keysight's Borderless Information Security Program applies a risk-based approach that has foundations in industry standards and best practices. The company's information- and cyber- security operations and procedures include a comprehensive ISMS framework inclusive of all legal, physical, and technical controls involved in the organization's information risk management processes. The Borderless Information Security Program's priorities are summarized on page 24 of the 2024 Proxy Statement.
Describe your use of third-party cybersecurity risk management standards
Keysight's information security policies and governance structure are designed to ensure Keysight meets all applicable laws, certification requirements and accreditations including: • ISO 27001:2013 Certification for ISMS • UK Cyber Essentials PLUS Certification • PCI-DSS Certification • Enterprise-wide information security policies based on the NIST SP800-171 framework.
Discuss observed trends in type, frequency and origination of attacks on data security and information systems
Cyber threats, particularly those related to ransomware and distributed denial-of-service (DDoS) attacks, around the world continue to evolve with greater complexity, severity, and impact to businesses.

References

Keysight Borderless Information Security Program

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Product Quality & Safety

Number of Recalls Issued, Total Units Recalled (RT-EE-250a.1)

Number of recalls issued, total units recalled

Recalls:	N/A		
Total Recalls Issued:	N/A	Total Units Recalled:	N/A
Voluntary and Involuntary Recalls:	N/A		
Total Voluntary Recalls:	N/A	Percentage of Voluntary Recalls (%):	N/A
Total Involuntary Recalls:	N/A	Percentage of Involuntary Recalls (%):	N/A

Discussion Section

Discuss notable recalls:
Not applicable

Comments

Keysight equipment is not in scope of the US consumer safety commission activities as the company produces industrial / professional equipment only.

Product Safety Litigation (RT-EE-250a.2)

Total amount of monetary losses as a result of legal proceedings associated with product safety

Total amount of monetary losses as a result of legal proceedings associated with product safety:	0

Discussion Section:

Describe the nature and context of all monetary losses as a result of legal proceedings:
Not applicable
Describe any corrective actions implemented as a result of the legal proceedings
Not applicable

Labour Practices

Work Stoppages (TC-ES-310a.1)

(1) Number of work stoppages and (2) total days idle

Number of work stoppages involving 1,000 or more workers lasting one full shift or longer	0
Total days idle as a result of work stoppages	0

Discussion Section

Describe the reason for each work stoppage, the impact on operations, and any corrective actions taken as a result
Not applicable

Employee Health & Safety

Direct and Contract Employee Incident Rate (TC-ES-320a.1)

Total recordable incident rate (TRIR) and near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees

Total recordable incident rate (TRIR) for direct employees	0.84
Total recordable incident rate (TRIR) for contract employees	N/A
Near miss frequency rate (NMFR) for direct employees	0.41
Near miss frequency rate (NMFR) for contract employees	N/A

Discussion Section

Disclose the process for classifying, identifying, and reporting near misses
Number of work-related injury/illness cases that were not OSHA-recordable (e.g., no lost or restricted time, no treatment beyond first aid, no hospitalization). 83 near misses x (200,000 / 40,574,000 hours worked).

Comments

Keysight does not maintain TRIR or NMFR for contract employees.

Facility Audits (TC-ES-320a.2)

Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities

Percentage of all manufacturing facilities audited in compliance with the RBA VAP protocol (%)	100%
Percentage of high risk manufacturing facilities audited in compliance with the RBA VAP protocol (%)	0%
Percentage of Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP (%)	18%
Percentage of high risk Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP (%)	2%

Discussion Section

Disclose equivalent code of conduct, if used, and how the criteria of the code of conduct are equivalent to those of the RBA VAP
- Manufacturing facility: Keysight's core manufacturing site conducted a Responsible Business Alliance (RBA) Validated Assessment Program (VAP) audit in fiscal year 2023. The percentage of all manufacturing facilities audited in compliance with the RBA VAP protocols are based on core manufacturing facilities.   - Tier-1 supplier manufacturing facilities: Keysight utilizes the RBA Self-Assessment Questionnaire (SAQ) to assess its key suppliers' compliance status. In addition to this, Keysight engaged a third-party consultant to perform in-depth Corporate Social Responsibility (CSR) assessment at the supplier against industrial CSR practices. Suppliers that score below the satisfactory level are considered high-risk facilities. In fiscal year 2023, 2% of the company's suppliers were identified as high-risk and audited in compliance with the RBA VAP protocols. Corrective Action Plans (CAPs) are required for each non-conformance identified during the audit. All CAPs shall be implemented timely as defined on the RBA VAP protocols.

References

RBA Validated Assessment Program (VAP) Operations Manual

Non-Conformance Rate with the RBA VAP (TC-ES-320a.3)

(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority nonconformances and (b) other non-conformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities

Rates of priority non-conformance with the RBA VAP for your manufacturing facilities	0%
Rates of other non-conformance with the RBA VAP for your manufacturing facilities	100%
Rates of priority non-conformance with the RBA VAP for tier 1 supplier manufacturing facilities	0.3%
Rates of other non-conformance with the RBA VAP for tier 1 supplier manufacturing facilities	4.4%

Discussion Section

Disclose the corrective action rates associated with (a) priority non-conformances, and separately, (b) other non-conformances, reported for (i) your manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities

- Manufacturing facilities: There were no priority non-conformances found during the RBA VAP audit that conducted in the fiscal year 2023.

- Tier-1 supplier manufacturing facilities: Audits were conducted in accordance with the RBA VAP protocols. CAPs are required for each non-conformance identified during the audit. All CAPs shall be implemented timely as defined on the RBA VAP protocols.

Disclose compliance with an audit recognized by the RBA Membership Compliance Program or an equivalent code of conduct if the standard and audit are sufficiently similar in scope and enforcement to the VAP, if applicable

Keysight is an Affiliate Member of the RBA. By embracing the RBA Code of Conduct as part of its CSR program, Keysight actively pursues conformance to the code and its requirements. Keysight also strongly encourages its suppliers to abide by the code and cascade the ethical business practices, social responsibility, and environmental sustainability principles set out in Keysight's Supplier Code of Conduct.

References

Supplier Code of Conduct

RBA Validated Assessment Program (VAP) Operations Manual

RBA Commitment Statement

Employee Engagement, Diversity & Inclusion

Diversity Across Job Levels (TC-HW-330a.1)

Gender Representation of Global Employees (%)

	FEMALE	MALE	N/A (Not Available or Not Disclosed)
Management	24.3%	71.9%	3.8%
Technical Staff	17.9%	78.7%	3.4%
All Other Employees	49.6%	48.3%	2.1%

Racial/Ethnic Group Representation of U.S. Employees (%)

	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER (Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races")	N/A (Not Available or Not Disclosed)
Management	23.4%	1.5%	5.0%	55.3%	3.1%	11.6%
Technical Staff	27.8%	2.3%	6.2%	47.7%	5.5%	10.4%
All Other Employees	13.5%	3.3%	11.0%	58.2%	5.9%	8.2%

Workforce by Region

Region	Total Employees	Male	Female	Other
Americas	5,478	67.1%	24.9%	8.1%
EMEA	2,795	77.1%	22.9%	0%
Asia Pacific	6,579	62.3%	37.7%	0%

Ethnicity/Race by Region

Region	Total Employees	Asian %	Black or African American %	Hispanic or Latino %	White %	Other %	Not disclosed/available %
US	5,265	22.6%	2.5%	7.6%	52.1%	5.3%	9.9%

Discussion Section

Describe policies and programs for fostering equitable employee representation across your global operations

- Diversity and Equal Employment Policy: Keysight is committed to being an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to diversity, ethics, integrity, and compliance everywhere we do business. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration.

- Harassment Policy: Keysight enforces its Harassment Policy, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements.

- Human Rights and Labor Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.

- Invitation to Covered Veterans to Self-Identify: Keysight is committed to taking affirmative action to employ and advance employment of qualified covered veterans. Covered Veterans are invited to self-identify to be considered under this affirmative action program.

- Invitation to Individuals with Disabilities to Self-Identify: Keysight is committed to taking affirmative action to employ and advance the employment of qualified disabled individuals. Disabled individuals that have a physical or mental impairment that substantially limits a major life activity are invited to self-identify to be considered under this affirmative action program.

Comments

Americas includes Brazil, Canada, Mexico, and US.

Europe, Middle East, and Africa (EMEA) includes Austria, Belgium, Denmark, Finland, France, Germany, Israel, Italy, Netherlands, Romania, Russian Federation, Spain, Sweden, Switzerland, United Arab Emirates, and United Kingdom.

Asia Pacific includes Australia, China, Hong Kong, India, Japan, Malaysia, Singapore, Republic of Korea, and Vietnam.

References

Standards of Business Conduct (SBC)

Affirmative Action and Equal Employment Opportunity Policy Statement

Global Human Rights and Labor Standards Policy

DEI Strategy - Overview

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Employee Engagement (TC-SI-330a.2)

Employee Engagement Percentage (%)

Employee Engagement Percentage (%)	88%

Discussion Section

Describe the source of your survey, the methodology used to calculate the percentage, and a summary of questions or statements included in the survey or study
Keysight conducted employee surveys using myVoice, a third-party platform, utilizing a unique voting process to rank employee responses so the most important ideas rise to the top. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be in used real-time to drive faster action and alignment around critical business topics. Participation in the fiscal year 2023 myVoice engagement survey included 10.1K respondents with 9,289 ideas and 110.1K votes on those ideas. Employee engagement involves many factors. Keysight teaches all leaders using a framework of Know Your People, Focus Your People and Engage Your People. Leaders are encouraged to meet regularly with team members to set expectations and focus their strengths. The main questions related to employee engagement included in the myVoice survey, and their respective response rates were: • At work, I clearly understand what is expected of me: 91% • I have a chance to use my strengths every day at work: 83% • I am really enthusiastic about the mission of my company: 84% • My manager checks in with me at least twice per month: 92% The Keysight employee engagement percentage is an average of these scores at 88%.
When the survey methodology has changed compared to previous reporting years, indicate results based on both the old and new methods for the year in which the change is made
The myVoice platform is the same methodology used in fiscal year 2022. Some questions may change from year to year based on the priorities of the company and the economic climate. The myVoice platform takes the pulse of Keysight employees in a quick, modern, and engaging way. Keysight can design different themes to survey employees. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used in real-time to drive faster action and alignment around critical business topics.
If results are limited to a subset of employees, include the percentage of employees included in the study or survey, and the representativeness of the sample
Not applicable
Disclose results of other survey findings
Not applicable

Product Design & Lifecycle Management

IEC 62474 Declarable Substances (RT-EE-410a.1)

Percentage of products by revenue that contain IEC 62474 declarable substances

Percentage of products by revenue that contain IEC 62474 declarable substances:	100%

Discussion section:

Discuss approach to managing your use of substances listed as declarable substance groups or declarable substances in IEC 62474, including a discussion of specific operational processes during which use of these substances is considered and a discussion of actions you have taken to manage the use of these substances:
Keysight's General Specification for the Environment (GSE) provides Keysight's general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging purchased by Keysight worldwide. The restrictions related to Keysight products may be different than those imposed on the individual parts and components, and in some cases exceed regulatory requirements. Keysight's GSE is aligned with the structure of IEC 62474 to identify specific substances, restrictions and reporting thresholds. Please see Keysight's Environmental Framework webpage to understand the company's approach to control substances relevant to its equipment.
Identify practices with which your company assesses and manages the impact of known or potentially toxic substances with reference to other regulations, industry norms, or accepted chemical lists, and describe the degree of overlap with IEC 62474:
Keysight also meets EU Restriction of Hazardous Substances (RoHS) and EU Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) requirements.

Comments

Keysight's products contain lead in copper, steel and aluminum alloys at concentrations that exceed the EU REACH thresholds but are allowed at these concentrations by EU RoHS exemptions. Declarable substances associated with Keysight equipment are all related to substance presence in lower-level materials, under the specification control of the company's supply chain.

References

General Specification for the Environment (GSE)

Keysight: Environmental Compliance Framework

Statement on Restriction of Hazardous Substances (RoHS) Directives

Statement on REACH

End-of-Life Product Management (TC-ES-410a.1)

Weight of end-of-life products and e-waste recovered, percentage recycled

Weight of end-of-life material recovered, in metric tons (t)	0
Percentage of end-of-life materials recovered and subsequently recycled (%)	0%

Comments

Many of Keysight's customers utilize their own recycling programs rather than returning their end-of-life products to Keysight. The company received its most recent product take-back request from a customer in 2016. Keysight's trade in and trade up program provides a funnel for its refurbished business.

References

Keysight: Product Take-Back Program (WEEE)

Keysight: Trade In

Energy Efficiency Certification Percentage (RT-EE-410a.2)

Disclose the percentage of revenue from eligible products certified to an energy efficiency certification

Disclose the percentage of revenue from eligible products certified to an energy efficiency certification:	N/A

Disclose the percentage of products by revenue by energy efficiency certification

Energy Efficiency Certification	Percentage of Products by Revenue	Disclosures
N/A	N/A	N/A

Certifications by Jurisdictions

Jurisdictions	Energy Efficiency Certifications
Not applicable	Not applicable

Comments

Energy Star is only for consumer products and is not applicable to Keysight products.

Percent of Eligible Products (EPEAT Registration or Equivalent) (TC-HW-410a.2)

Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent.

Percentage of products sold during the reporting period (%):	N/A

Discussion Section:

Describe the approach to incorporating environmentally focused principles into product design:
Not applicable

Comments

Keysight products are outside the scope of Electronic Product Environmental Assessment Tool (EPEAT), a global ecolabel for the Information Technology sector. Keysight produces test and measurement equipment for commercial customers.

Revenue from renewable energy-related and energy efficiency-related products (RT-EE-410a.3)

Revenue from renewable energy-related and energy efficiency-related products

Reporting Currency:	
Total revenue from renewable energy-related products:	N/A
Total revenue from renewable energy efficiency-related products:	N/A
Total revenue from renewable energy-related and energy efficiency-related products:	N/A

Comments

Keysight's test and measurement equipment is used in the production of renewable energy-related products but does not directly produce renewable energy-related products.

Supply Chain Management

Tier 1 Supplier Facilities (TC-HW-430a.1)

Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities

Percentage of all Tier 1 suppliers' manufacturing facilities audited in compliance with the Responsible Business Alliance (RBA) Validated Audit Process (VAP) protocol (%):	18%
Percentage of Tier 1 suppliers' manufacturing facilities classified as high-risk audited in compliance with the RBA VAP protocol (%):	2%

Discussion Section

Disclose equivalent code of conduct, if used, and how the criteria of the code of conduct are equivalent to those of the RBA VAP:
Keysight utilizes the RBA SAQ to assess its key suppliers' compliance status. In addition to this, Keysight engaged a third-party consultant to perform an in-depth CSR assessment at the suppliers against industrial CSR practices. Suppliers that score below the satisfactory level are considered high-risk facilities. In fiscal year 2023, 2% of the company's suppliers were identified as high-risk and audited in compliance with the RBA VAP protocols. CAPs are required for each non-conformance identified during the audit. All CAPs shall be implemented timely as defined on the RBA VAP protocols.

Comments

Keysight is an Affiliate Member of the RBA. By embracing the RBA Code of Conduct as part of the company's CSR program, Keysight actively pursues conformance to the code and its requirements. Keysight also strongly encourages its suppliers to abide by the code and cascade the ethical business practices, social responsibility, and environmental sustainability principles set out in Keysight's Supplier Code of Conduct.

References

Supplier Code of Conduct

RBA Validated Assessment Program (VAP) Operations Manual

RBA Commitment Statement

Tier 1 Suppliers' Non-Conformance Rate (TC-HW-430a.2)

Rates of Non-Conformance with Responsible Business Alliance (RBA) Validated Audit Program (VAP)

Priority Non-Conformances:	0.3
Other Non-Conformances:	4.4

Corrective Action Rates

Priority Non-Conformances:	100
Other Non-Conformances:	100

Discussion Section

Disclose compliance with an audit recognized by the RBA Membership Compliance Program or an equivalent code of conduct if the standard and audit are sufficiently similar in scope and enforcement to the VAP:
Audits are conducted with reference to the RBA VAP protocols. CAPs are required for each non-conformance identified during the audit. All CAPs shall be implemented timely as defined on the RBA VAP protocols.

References

RBA Validated Assessment Program (VAP) Operations Manual

Materials Sourcing & Efficiency

Management of Risks (Critical Materials) (RT-EE-440a.1; TC-ES-440a.1)

Describe the strategic approach to managing risks associated with the use of critical materials in products and identify the critical materials that present a significant risk to operations.

Describe the strategic approach to managing risks associated with the use of critical materials in products, including physical limits on availability and access, changes in price, and regulatory and reputational risks

Keysight's GSE defines the restriction and prohibition of certain substances (e.g., constituents of parts, components, and materials in products and packaging) purchased by Keysight globally. Suppliers are required to ensure the goods provided to Keysight comply with this specification.

In compliance with EU Regulation 1272/2008/EC pertaining to Classification, Labelling and Packaging, Keysight also requires its suppliers to identify, classify, pack and label chemical substances and mixtures and other materials that are hazardous to humans or the environment.

In addition, Keysight's direct materials suppliers shall comply with the EU RoHS Directive to eliminate potentially harmful materials in its products.

Keysight continues to participate in the Responsible Minerals Initiative (RMI)'s Conflict Minerals Program and Cobalt Initiative. The company has collaborated with a third-party consultant to solicit Conflict Mineral Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT) responses from its suppliers to meet the company's responsible and conflict-free mineral sourcing goals. The Securities and Exchange Commission (SEC) annual disclosure report and due diligence plan concerning conflict minerals are publicly accessible on Keysight's website.

References

Statement on Conflict Minerals

General Specification for the Environment (GSE)

Conflict Minerals Report Form SD

Statement on Responsible Cobalt Sourcing

Statement on Restriction of Hazardous Substances (RoHS) Directives

Supplemental Specification for Purchased Direct Materials Special Instructions for RoHS

Statement on Classification, Labelling and Packaging

Business Ethics & Competitive Behaviour

Corruption, Bribery, and Anti-Competitive Behavior Policies (RT-EE-510a.1)

Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour

Description of policies and practices for prevention of corruption and bribery
Keysight is committed to complying with applicable anti-corruption laws worldwide, including the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. While the company's anti-corruption efforts are led by the Compliance team within the Legal Department, all Keysight employees are responsible for ensuring the company avoids any attempted, actual, or perceived bribery. Keysight maintains a written policy against corruption that prohibits promising, offering, or giving to, or receiving from, any individual anything of value or personal benefit with the expectation of receiving a favor, a grant of business, or any other business advantage in return. Such actions are sometimes referred to as bribes, kickbacks, or improper quid pro quos.   Keysight's approach to anti-corruption compliance has three main aspects: policies, training, and assessments. Keysight's SBC addresses bribery and corruption, and the company maintains a standalone anti-corruption policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with anti-corruption laws. Both the company's annual SBC and sales compliance courses have touched upon or focused on anti-corruption in the past. Keysight also conducts regular risk assessments aimed at determining the company's corruption and bribery risk. These include due diligence reviews of Keysight resellers and top-down risk assessments of business units with Keysight executives. In addition to all of these efforts, Keysight also includes specific contract provisions for its resellers explicitly requiring adherence to the FCPA and UK Bribery Act.
Description of policies and practices for prevention of anti-competitive behaviour
Keysight is committed to complying with applicable competition laws worldwide. While the company's Compliance team within the Legal Department leads Keysight's antitrust compliance efforts, all Keysight employees are responsible for ensuring the company avoids any attempted, actual or perceived violation of competition laws. Keysight maintains a comprehensive Antitrust and Competition Law Compliance Manual, which provides guidance and examples to help employees understand and comply with these often complex requirements.   Keysight's approach to competition law compliance has three main aspects: policies, training, and assessments. Keysight's SBC addresses competition law, in addition to the company's standalone antitrust policy. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with competition laws. Both Keysight's annual SBC and sales compliance courses have touched upon or focused on antitrust in the past. Keysight also conducts regular risk assessments that touch upon the company's competition law risk. These include due diligence reviews of Keysight resellers and top-down risk assessments of business units with Keysight executives. In addition to these efforts, Keysight also includes specific contract provisions for its resellers covering compliance with competition laws.

References

Standards of Business Conduct (SBC)

Global Anti-Corruption Policy Summary

Monetary Losses due to Bribery or Corruption (RT-EE-510a.2)

Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption

Total monetary losses	0

Discussion Section

Briefly describe the nature and context of all monetary losses as a result of legal proceedings:
Not applicable
Describe any corrective actions it has implemented as a result of the legal proceedings
Not applicable

Monetary Losses due to Anti-competitive Behaviour (RT-EE-510a.3)

Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations

Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	0

Discussion Section

Briefly describe the nature and context of all monetary losses as a result of legal proceedings:
Not applicable
Describe any corrective actions it has implemented as a result of the legal proceedings:
Not applicable

Activity Metrics

Number of Units Produced (RT-EE-000.A)

Number of Units Produced by Product Category

Product Category:	Total Number of Units Produced:
Not applicable	N/A

Comments

Keysight produces professional test and measurement equipment and is part of RT-EE-000.A, however the company does not publicly disclose the number of units produced.

Number of Manufacturing Facilities (TC-ES-000.A)

Number of manufacturing facilities

Number of manufacturing facilities	18

Comments

Keysight's definition of manufacturing facilities includes all sites classified as factory organizations from the company's financial inventory organization.

Manufacturing Footprint (TC-ES-000.B)

Area of manufacturing facilities

Area of manufacturing facilities in square metres (m²)	395,557

Comments

Keysight's definition of manufacturing facilities includes all sites classified as factory organizations from the company's financial inventory organization.

Number of Employees (TC-ES-000.C; RT-EE-000.B)

Number of employees

Number of employees	14,852

Comments

Total number of employees that are active, regular employees, excluding those on leave of absence, interns, and internal temporary workers.

Owned Facilities Production (TC-HW-000.C)

Production from Owned Facilities

	83%

Comments

Percentage of production is based on square feet of manufacturing facilities.

Human Capital Metrics Table of Contents

Representation

Global Workforce by Gender

Gender	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Men	68.8%	69.3%	69.7%	69.7%	69.5%
Women	31.0%	30.6%	30.3%	30.3%	30.5%
Gender Minorities	0.2%	N/A	N/A	N/A	N/A

Global Workforce by Generation

Generation	FY 2023
Gen Y (1980-1995)	42.9%
Gen Z (1996-2010)	7.4%
Silent Gen (Before 1946)	0.03%
Baby Boomers (1946-1963)	11.3%
Gen X (1964-1979)	38.4%

Women by Geographic Location

Geographic Location	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Americas	26.9%	26.0%	25.3%	24.7%	24.8%
Asia	37.7%	37.5%	37.5%	37.8%	37.7%
EMEA	22.9%	23.2%	23.1%	23.4%	24.3%

Comments

Americas includes Brazil, Canada, Mexico, and US.

Europe, Middle East, and Africa (EMEA) includes Austria, Belgium, Denmark, Finland, France, Germany, Israel, Italy, Netherlands, Romania, Russian Federation, Spain, Sweden, Switzerland, United Arab Emirates, and United Kingdom.

Asia Pacific includes Australia, China, Hong Kong, India, Japan, Malaysia, Singapore, Republic of Korea, and Vietnam.

Women Based Outside Americas

	FY 2023
Women Based Outside Americas	69.6%

Representation of Women

	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Women on the Board	27.0%	27.0%	30.0%	22.0%	22.0%
Women in Executive Roles	27.6%	23.4%	18.2%	17.2%	19.4%
Women in Leadership Roles	25.2%	24.4%	23.4%	23.3%	23.2%
Women in Middle Management	22.7%	N/A	N/A	N/A	N/A
Women in Junior Management Roles	26.8%	N/A	N/A	N/A	N/A
Women in Mgmt. Positions in Revenue-Generating Functions	18.3%	N/A	N/A	N/A	N/A
Women in Non-Managerial Positions	31.8%	N/A	N/A	N/A	N/A
Women in Engineering and Technical Roles	18.4%	17.5%	16.9%	16.4%	16.6%

US Workforce by Ethnicity

US Ethnicity	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Asian	25.1%	21.9%	20.8%	20.7%	20.2%
Black or African American	2.8%	2.4%	2.2%	2.2%	2.2%
Hispanic or Latinx	8.4%	9.5%	9.1%	8.7%	8.2%
Native American and Alaska Native	0.5%	0.5%	0.5%	0.6%	0.5%
Native Hawaiian and Pacific Islander	0.4%	0.4%	0.4%	0.3%	0.3%
White	57.8%	62.3%	64.5%	65.6%	66.8%
Multiracial	5.0%	3.0%	2.6%	2.0%	1.8%

KEYSIGHT

Representation of Underrepresented Minorities (URM) in the US

	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
URM in the US	44.4%	37.7%	35.5%	34.4%	33.2%
URM in US Leadership: On the Board	27.0%	27.0%	10.0%	11.0%	11.0%
URM in US Leadership: In Executive Roles	31.8%	24.0%	21.6%	17.4%	18.0%
URM in US Leadership: In Leadership Roles	39.9%	33.3%	31.4%	29.7%	28.9%
URM in Engineering and Technical Roles in the US	48.8%	41.4%	38.8%	37.8%	37.1%

Talent Acquisition

Global Women Hires

	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Global Women Hires	33.9%	32.6%	33.2%	32.7%	33.2%
Global Women Hires: Goal	33.6%	34.9%	35%	N/A	N/A

Underrepresented Minority (URM) Hires in the US

	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
URM Hires in the US	61.1%	49.1%	45.0%	42.7%	36.9%
URM Hires in the US: Goal	50.1%	47.4%	45.0%	N/A	N/A

Global Intern Hires by Gender

Gender	FY 2023
Men	66.2%
Women	33.8%
Gender Minorities	0%

Global Campus Hires by Gender

Gender	FY 2023
Men	69.1%
Women	30.3%
Gender Minorities	0.5%

Pay Equity

Women:Men Compensation Ratio Globally

	FY 2023
Average/Mean Women:Men Compensation Ratio Globally	0.98:1
Median Women:Men Compensation Ratio Globally	0.98:1

Underrepresented Minorities:Non-Underrepresented Minorities in the US

	FY 2023
Average Underrepresented Minorities:Non-Underrepresented Minorities in the US	0.99:1
Median Underrepresented Minorities:Non-Underrepresented Minorities in the US	0.99:1

Appendix

Data Methodology

Dataset includes all Keysight regular employee data for fiscal year 2023, starting November 1, 2022, and ending on October 31, 2023. Unless otherwise indicated, data presented in this report are snapshots taken on October 31 of the year referenced. Throughout this report, totals may not equal 100% due to rounding and/or employees who prefer not to disclose. Historical numbers may differ slightly due to rounding and refinements in methodology or data capture year over year.

Underrepresented Minority (URM) Data

Keysight uses the following definition of URM: employees in the US who identify as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native Hawaiian, Native American, Alaska native, or two or more races, or as lesbian, gay, bisexual, or transgender.

Race and Ethnicity Categories

Data shown as of the end of Keysight's fiscal year as referenced unless otherwise noted. Data collected and reported from self-identification surveys are voluntary and may be incomplete. In some regions, local regulations and customs may prohibit collection of this type of data. Keysight periodically asks employees to self-identify race and ethnicity for the purpose of compiling Affirmative Action Plans for Office of Federal Contract Compliance Programs reporting, Veterans' Employment and Training Service reporting and Equal Employment Opportunity reporting (EEO-1). US employees may update their profile at any time. While employees may provide gender data, throughout the world, local law and customs may restrict our ability to collect some data which may include race, ethnicity, and gender identity in some regions.

Levels and Roles

Leadership is defined as employees who are Officer, Senior Vice President, Vice President, Senior Manager, Integrating Manager, Operating Manager, Supervisor. Executive is defined as Officer, Senior Vice President, Vice President. We define technical roles aligned to the Bureau Labor Statistics definitions for Computer and Information Technology Occupations. Technical occupations in computing and information technology involve carrying out technical and technological functions in engineering, science, and other disciplines. May perform research, development, testing and related activities. May operate technical equipment and systems. This only includes Individual contributors, as managers are accounted for separately.

Glossary of Aconyms

Acronym	Meaning
AES	Automotive and Energy Solutions
AI	Artificial Intelligence
B2B	Business-to-Business
BSR	Business for Social Responsibility
CADE	Administrative Council for Economic Defense
CAP	Corrective Action Plan
CEO	Chief Executive Officer
CLP	Classification, Labelling, and Packaging
CMRT	Conflict Minerals Reporting Template
CSR	Corporate Social Responsibility
D&O Questionnaire	Directors and Officers Questionnaire
DDoS	Distributed Denial-of-Service
DEI	Diversity, Equity, and Inclusion
EAP	Educational Assistance Program
EHS	Environmental, Health and Safety
EHSMS	Environmental, Health and Safety Management System
EMEA	Europe, Middle East, and Europe
EMRT	Extended Minerals Reporting Template
EMS	Environmental Management System
ENG	Employee Network Group
ENUM	Employee Network for Underrepresented Minorities
EPA	Environmental Protection Agency
EPEAT	Electronic Product Environmental Assessment Tool
ESG	Environmental, Social, and Governance
ESPP	Employee Stock Purchase Plan
EU	European Union
EV	Electric Vehicle
FCPA	Foreign Corrupt Practices Act
FTO	Flexible Time Off
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GSE	General Specification for the Environment
HR	Human Resources
HVAC	Heating, Ventilation, and Air Conditioning
IEEE	Institute of Electrical and Electronic Engineers
ILO	International Labour Organization
IoT	Internet of Things
IPCC	Intergovernmental Panel on Climate Change
IT	Information Technology
ISMS	Information Security Management System
KDA	Keysight Diversity Allies

Acronym	Meaning
KLM	Keysight's Leadership Model
KLMS	Keysight Labor Management System
KPI	Key Performance Indicator
KSA	Keysight Strategy Activation
KSWEEP	Keysight Society of Women Engineers Enterprise Group
LDA	Lobbying Disclosure Act
MIPI	Mobile Industry Processor Interface
NEO	Named Executive Officer
NMFR	Near miss frequency rate
NPI	New Product Information
OECD	Organisation for Economic Co-operation and Development
OEM	Original Equipment Manufacturer
PCI-SIG	Peripheral Component Interconnect Special Interest Group
RBA	Responsible Business Alliance
REACH	Registration, Evaluation, Authorisation, and Restriction of Chemicals
RMI	Responsible Minerals Initiative
RoHS	Restriction of Hazardous Substances
SASB	Sustainability Accounting Standards Board
SAQ	Self-Assessment Questionnaire
SBC	Standards of Business Conduct
SBT	Science-Based Target
SBTi	Science-Based Target initiative
SEC	Securities and Exchange Commission
STI	Short-Term Incentive
TCFD	Taskforce on Climate-Related Disclosures
TRIR	Total recordable incident rate
UFLPA	Uyghur Forced Labor Prevention Act
UK	United Kingdom
URM	Underrepresented Minorities
VAP	Validated Assessment Program
WEEE	Waste from Electrical and Electronic Equipment
WLD	Women's Leadership Development
WRI	World Resources Institute
XUAR	Xinjiang Uyghur Autonomous Region

Additional Resources

- 2023 CSR Report
- 2023 Taskforce on Climate-Related Disclosures (TCFD) Report
- Keysight CSR Website
- Keysight CSR Resources Hub
- Keysight News, Awards, and Recognition

KEYSIGHT