Diversity, Equity, and Inclusion Year in Review 2022

Report

KEYSIGHT

We Believe

In being open to all human experiences

In respecting each voice

In creating opportunities for every individual to contribute to their highest ability

Because when we do, we innovate without limits
And we achieve a better future for all

"Keysight's success depends on our relentless drive to accelerate innovation to connect and secure the world. We pride ourselves on our inclusive, high-performance culture where innovators with diverse backgrounds and perspectives come together to deliver value to our customers. **At Keysight, diversity, equity, and inclusion remain key pillars of our culture, propelling us forward.**"

Satish Dhanasekaran
President and
Chief Executive Officer

"Keysight's culture is our enduring competitive advantage and a critical enabler of our software-centric solutions strategy. **Our diversity, equity, and inclusion efforts and goals are at the forefront of helping our employees collaborate, thrive, and reach their full potential throughout their careers.** This is why we set ambitious goals to innovate our workplace with the same rigor and commitment with which we innovate technology."

Ingrid Estrada
Chief People and
Administrative Officer

Letter from Keysight's Director of Diversity, Equity, and Inclusion

At a time when bias and discrimination have come to the forefront more than ever before, and where geopolitical instability has increased uncertainty across the globe, we at Keysight remain resolute in our commitment to building a workplace where everyone is heard, belongs, and innovates without limits.

In our second annual Diversity, Equity, and Inclusion (DEI) Year in Review report, we outline where we are on our journey, how we have augmented our efforts, and just as importantly, what work is yet to be done.

Since our early days as HP, we have been progressive in our people practices. Diversity has always been in our DNA. And as participants in the world around us, we seek to reflect it. To thrive as a company, we believe strongly that we must be a community that looks and feels as diverse as the world we live in. Improving representation is an essential part of our DEI mission, and why we are intentional about learning and evolving, about truth-finding with data, and about discipline in execution.

In 2022, we strengthened DEI governance from the Keysight Board of Directors to every layer of the organization, my role included. We made headway in each of our strategic pillars of advancing STEM, assembling diverse teams, fostering inclusion, and creating a place to thrive. As we welcomed a new CEO, we renewed DEI as a CEO-level strategic priority. We had many successes and a few misses, which became the basis for new actions and new goals.

Among our 2022 accomplishments:

- We hired over 600 women globally and 300 underrepresented minorities (URMs) in the U.S., surpassing our URM goal by 1.7 percentage points but falling short of our global hiring target for women by 2.8 percentage points. While we have seen robust population growth for women, our failure to achieve our hiring objective emphasizes the importance of sustained efforts to advance our diversity, equity, and inclusion initiatives. These efforts are necessary to address the representation of women within Keysight and the STEM industry at large.

- We increased representation of women and underrepresented minorities on the Keysight Board of Directors to over 50% combined, our highest percent to date. We also saw the largest increase in Keysight's history in representation of women in executive roles and improved the percentage of women and URMs in leadership roles overall.

- We hosted more than 600 mentoring relationships internally, spanning nearly 5,000 mentoring hours.

- We increased DEI visibility, training resources and requirements, and opportunities for connection through employee network groups and first-ever Global Diversity Awareness Month events.

- We engaged more than 798,000 students, future engineers, and technology skill learners through science, technology, engineering, and math (STEM) programs – in over 120 countries, including in under-resourced communities, while expanding and piloting new partnerships.

But our work is not done. Just as the technological breakthroughs we enable are ever-evolving, so is the work of DEI. For Keysight to remain at the cutting edge of innovation, to stay ahead of our customers and their expectations of us, we remain committed to ensuring the power of diversity is heightened. Why? Because we believe it results in better outcomes for our customers, for our shareholders, for our communities, and for us.

I invite you to explore our diversity journey – our programs, results, and plans. And as you do, I hope you also get a glimpse of the people and culture behind it, because it is only with their collective passion and commitment to this journey, to each other, to our customers, and to our company, that we continue to make Keysight one of the best places to work in the world.

Chris Williams
Director, Keysight Diversity, Equity, and Inclusion

Contents

Keysight and Our Approach to DEI

Who we are

Our company

At Keysight, we empower visionaries and innovators to explore, design, and bring world-changing technologies to life. Our software-centric design, emulation, measurement, and test solutions span the engineering development lifecycle, enabling our customers to deliver tomorrow's breakthroughs at speed and with reduced risk.
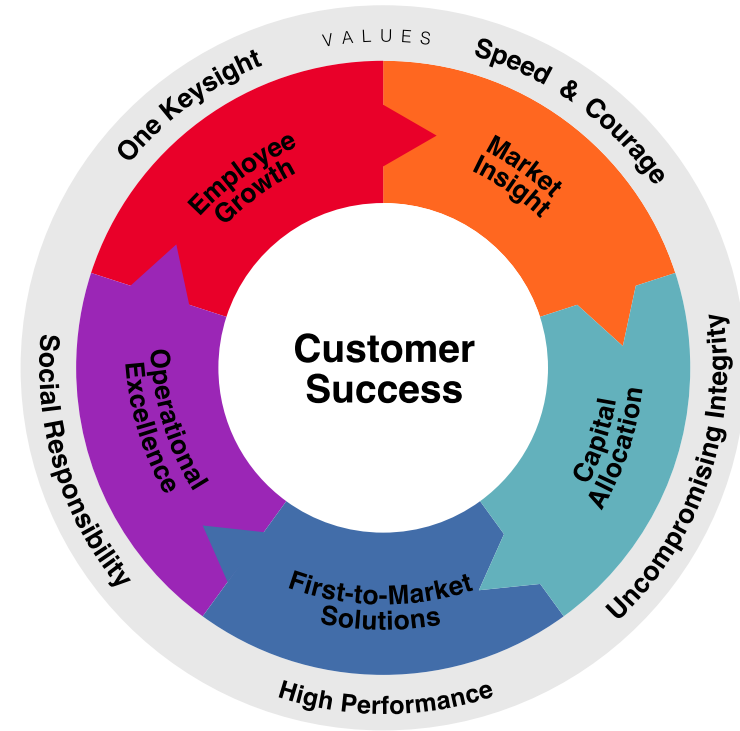
Our customers

Our customers span the worldwide communications and industrial ecosystems, aerospace and defense, automotive, energy, semiconductor, and general electronics markets. In fiscal year 2022, Keysight generated revenues of $5.4B.

Our people

We are a global community of nearly 15,000 engineers, scientists, technologists, and business experts in 30 countries, with 86 self-identified nationalities spanning 5 generations.[1]

Our leadership model

To accelerate innovation that connects and secures the world, Keysight must anticipate technology trends and be ready with leading-edge solutions ahead of market windows. We apply the Keysight's Leadership Model to every aspect of our operations — driving innovation, speed, and excellence in execution to deliver greater value to customers, shareholders, and employees.

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1 The 5 generations represented in Keysight's workforce include Generation Z: born between 2001 and 2020; Millennials: born between 1981 and 2000; Generation X: born between 1965 and 1980; Baby Boomers: born between 1946 and 1964; Silent Generation: born between 1925 and 1945.

Our culture and values

The Keysight Leadership Model (KLM) informs not only what we do, but how we do it. Our culture is an enduring competitive advantage because it is how we support our employees' full potential throughout their careers and how we collaborate to innovate at the speed of our customers.

Our values encircle the KLM as the foundation from which we enable customer success:

We value uncompromising integrity

We operate with speed and courage

We are collaborative, transparent, and open

We are committed to corporate social responsibility

We respect and support each other

We are customer-driven with a passion to win

Keysight interns showcase their summer projects at the completion of their assignment

Our DEI vision and approach

Engineering Equality

As an engineering company, innovation drives us, and tackling complex challenges is in our DNA. We are committed to fostering an equitable and inclusive environment where every employee is heard, belongs, and innovates without limits. We call this Engineering Equality – striving for equality in opportunities, contributions, and rewards.

DEI strategy

Our strategy is to engineer equality from school-age through every stage of the career journey, covering these four pillars:
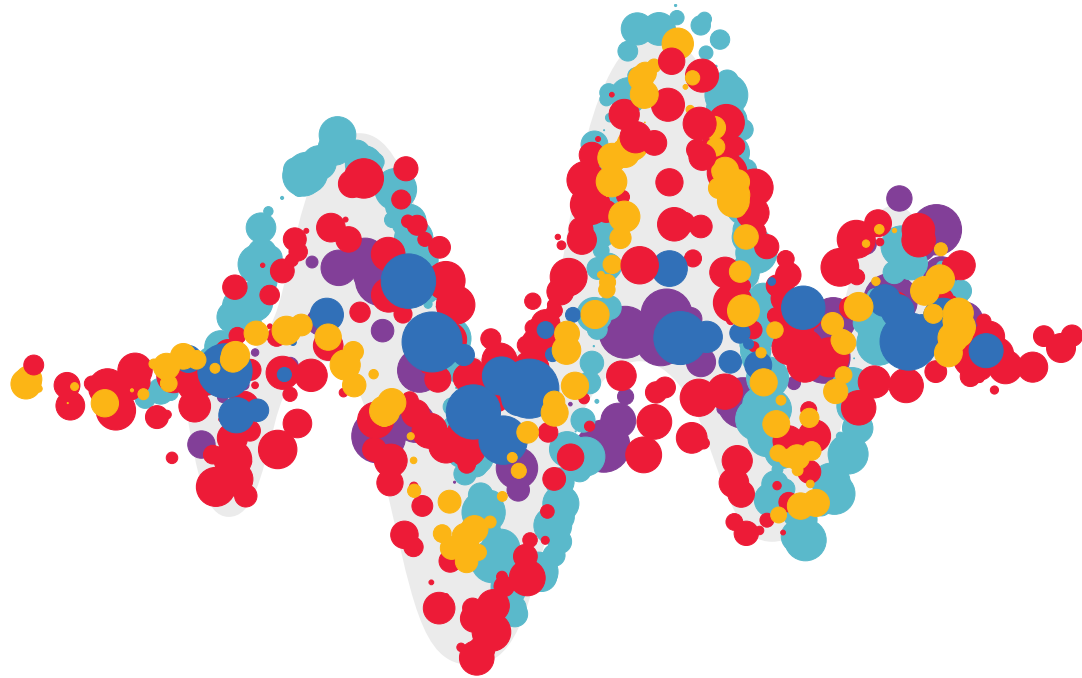
Our Engineering Equality symbol represents our company's heritage of engineering innovation, made possible only by the contributions of our diverse people, their skills, and their perspectives.
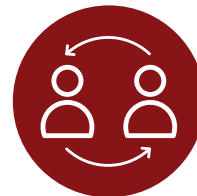
Advancing STEM

We begin by fostering greater representation in STEM with educational programs aimed at underrepresented communities, girls, and women.

Assembling diverse teams

We increase the diversity of our workforce through inclusive recruitment, attractive benefits, fair pay, and professional development.

Fostering inclusion

We create opportunities for employees to share feedback, contribute ideas, connect with each other, and foster a culture of belonging.

Creating a place to thrive

We provide equitable access to professional and leadership development to enable our employees to thrive at every stage of their career.

Our DEI governance

We approach DEI with the conviction that transformation starts at the top but must permeate all aspects of the company. Each governing body plays a role and stays aligned through detailed and transparent reporting, ongoing monitoring, and coordination through the DEI program office. In this way, we ensure that our ambitious goals are met with bold action.

Board of directors

The board's Compensation and Human Capital Committee oversees the company's people strategy and establishes and measures achievement of DEI metrics in the executive compensation program.

CEO

Establishes DEI as a strategic priority for the company and sets goals and accountability.

Chief people and administrative officer

Oversees internal company operations and directs global policies and programs, including employee engagement and DEI.

C-suite, VPs, and senior leaders

Own deployment of plans for their areas and are accountable for results. The variable compensation for top leaders is tied in part to meeting the company's DEI goals.

Director of diversity, equity, and inclusion

Now a full-time role, the dedicated DEI leader sets and executes global DEI strategy, leads the global DEI council, and is responsible for measuring and reporting on progress.

Executive DEI steering committee

The 7-member cross-business, cross-functional SVP- and VP-level body reviews, oversees, and counsels on the company's DEI programs and results.

Global DEI council

With a representative for each business and function within Keysight, this 27-member council liaises between the DEI corporate program and their respective area to roll out targeted plans that advance DEI.

Keysight President and CEO, Satish Dhanasekaran, addresses a group of employees

By the Numbers

As an engineering company, data plays a critical role in helping us understand our DEI progress and opportunities. In 2022, we continued to measure and analyze a broad set of employee diversity data. For the second year in a row, we set goals to improve representation of women and underrepresented minorities.

We looked at employee diversity data in two ways – representation and population. Representation data shows how gender and ethnicity are represented as a percentage of our total workforce. For the first time, we're sharing population data, which looks at headcount of a certain group and compares the absolute growth over a period of time.

In the spirit of transparency and accountability, this year we are expanding data on pay equity, recognizing it is an important indicator of the state of diversity, equity, and inclusion within Keysight.

2022 Accomplishments

We made progress across nearly all key diversity metrics, underscoring our commitment to DEI, while highlighting areas where we need to focus to continue making positive changes.
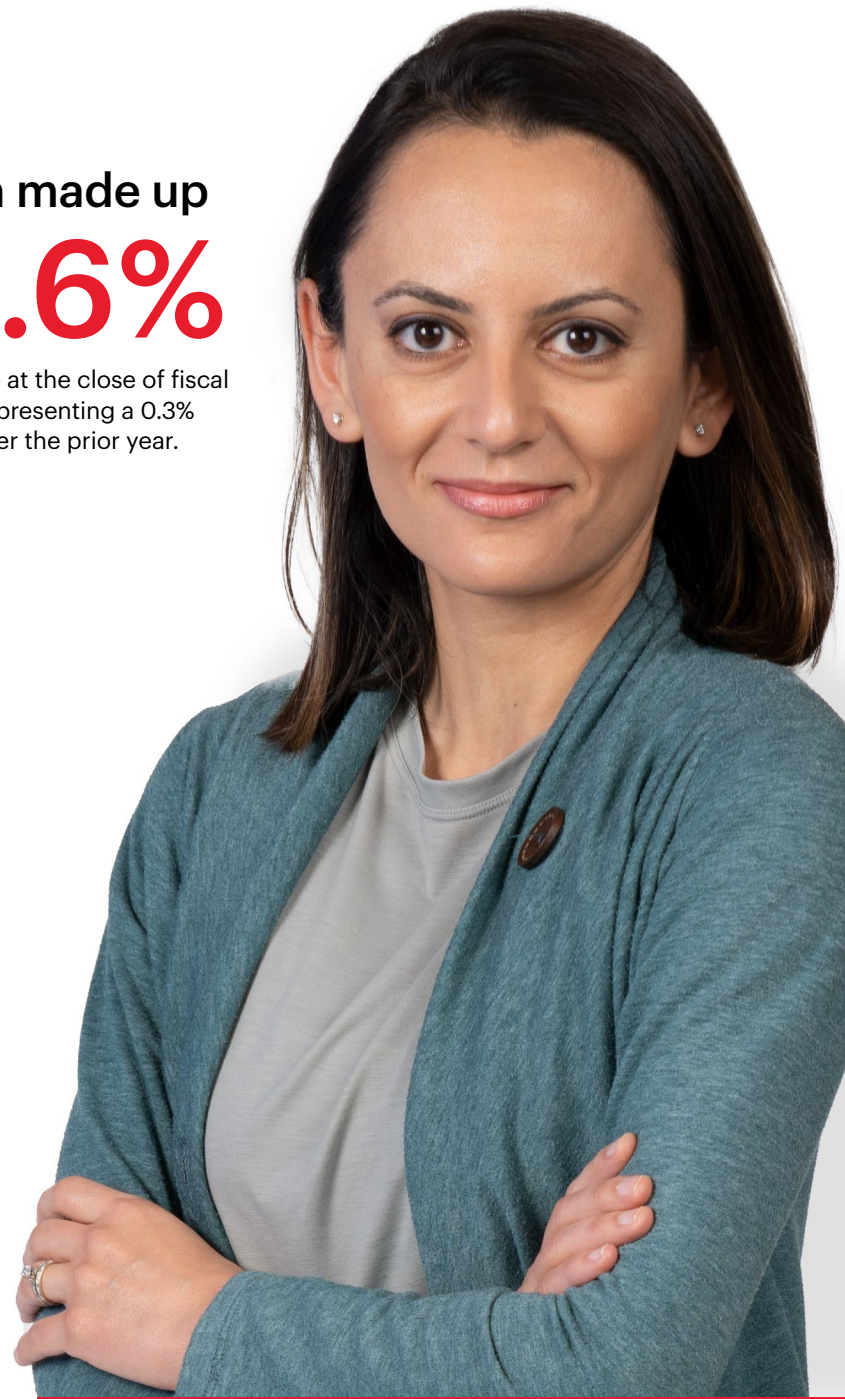
Women

- Globally, the percent of women remained stable or increased across all our major regions – Americas, Asia, and Europe.
- Globally, representation of women in engineering and technical roles grew to 17.5%, a 0.6% increase over the prior year.
- Population growth for women has been a strong indicator at 5.5% year over year.

Women made up

30.6%

of our workforce at the close of fiscal year 2022, representing a 0.3% **increase** over the prior year.

Leyla Hashemi, Semiconductor R&D Manager in Keysight Labs

Underrepresented minorities

Underrepresented minorities, as a percent of our workforce in the U.S., grew strongly to 37.7%, a 2.2% increase over the prior year.

Similarly, representation of underrepresented minorities in engineering and technical roles in the U.S. also grew strongly to 41.4%, a 2.6% increase.

ASIAN
21.9%
+1.1% year over year

BLACK AND AFRICAN AMERICAN
2.4%
+0.2% year over year

HISPANIC AND LATINX
9.5%
+0.4% year over year

MULTIRACIAL
3.0%
+0.4% year over year

Leadership

Representation of women in executive roles grew +5.2% year over year and there was strong growth in representation of women overall in leadership roles as well (+1% year over year).
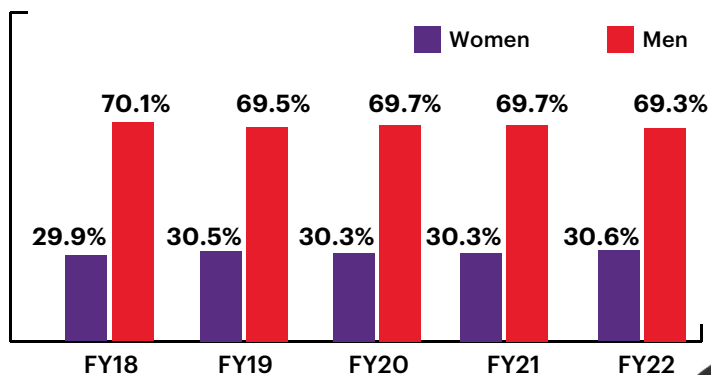
Underrepresented minorities in executive roles increased 2.4% year over year; in all leadership roles they increased 1.9% year over year.

Antony Kahumbu, R&D Hardware Engineer in Keysight's Digital Photonics Center of Excellence

Representation

In this section, we look at DEI representation data across our global Keysight business, as well as of racial and ethnic groups in the U.S.
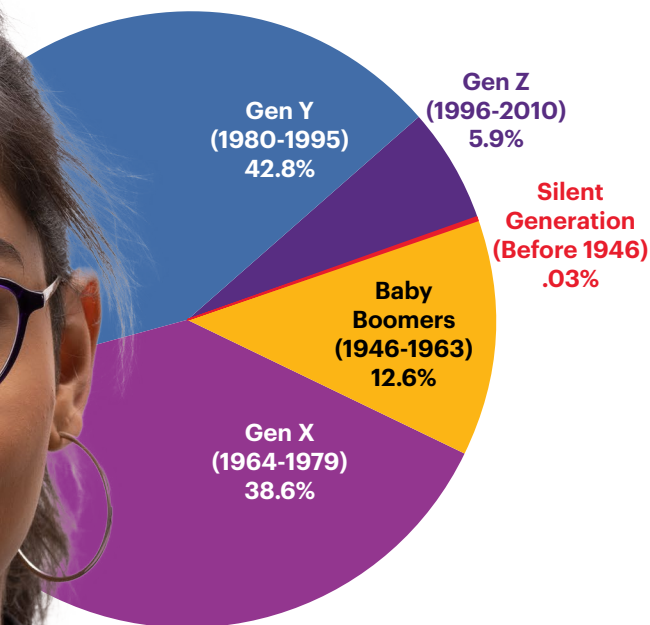
Representation Levels

Global gender

	FY18	FY19	FY20	FY21	FY22
Women	29.9%	30.5%	30.3%	30.3%	30.6%
Men	70.1%	69.5%	69.7%	69.7%	69.3%

Keysighters by generation

- Gen Y (1980-1995) 42.8%
- Gen Z (1996-2010) 5.9%
- Silent Generation (Before 1946) .03%
- Baby Boomers (1946-1963) 12.6%
- Gen X (1964-1979) 38.6%

Lakshmi Manasa Abburi, R&D Hardware Engineer in Keysight's Digital Photonics Center of Excellence

United States racial and ethnic

Ethnicity	Asian	Black African American	Hispanic Latinx	Native American Alaska Native	Native Hawaiian Pacific Islander	White	Multiracial
FY18	19.9%	2.2%	8.2%	0.6%	0.3%	67.3%	1.6%
FY19	20.2%	2.2%	8.2%	0.5%	0.3%	66.8%	1.8%
FY20	20.7%	2.2%	8.7%	0.6%	0.3%	65.6%	2.0%
FY21	20.8%	2.2%	9.1%	0.5%	0.4%	64.5%	2.6%
FY22	21.9%	2.4%	9.5%	0.5%	0.4%	62.3%	3.0 %

Representation of women by geographic region

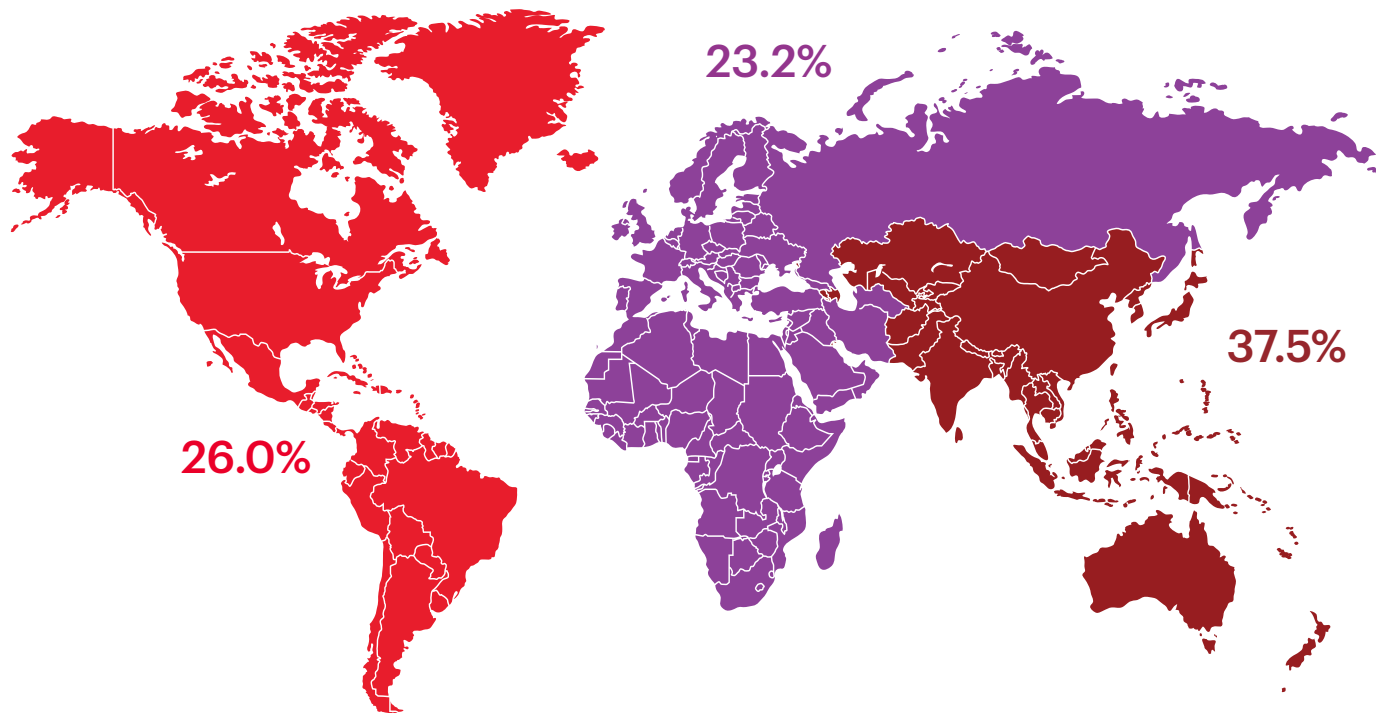| Fiscal year	Americas	Asia	EMEA[2]
FY18	24.5%	37.0%	23.9%
FY19	24.8%	37.7%	24.3%
FY20	24.7%	37.8%	23.4%
FY21	25.3%	37.5%	23.1%
FY22	26.0%	37.5%	23.2%

2 Europe Middle East Africa

30.6%
of Keysight's workforce is **women**

68.9%
of women are based outside the **Americas**

REPRESENTATION

of women in engineering and technical roles

FY22
17.5%

FY21
16.9%

FY20
16.4%

FY19
16.6%

FY18
15.9%

23.2%

37.5%

26.0%

Representation of women in leadership

Women on the board

FY18	FY19	FY20	FY21
14.0%	**22.0%**	**22.0%**	**30.0%**

FY22
27.0%[3]

Women in executive roles

FY18	FY19	FY20	FY21
17.5%	**19.4%**	**17.2%**	**18.2%**

FY22
23.4%

Women in leadership roles

FY18	FY19	FY20	FY21
22.2%	**23.2%**	**23.3%**	**23.4%**

FY22
24.4%

+5.2%

in year-over-year **growth of women in executive roles in 2022,** the highest year-over-year increase in the past five years

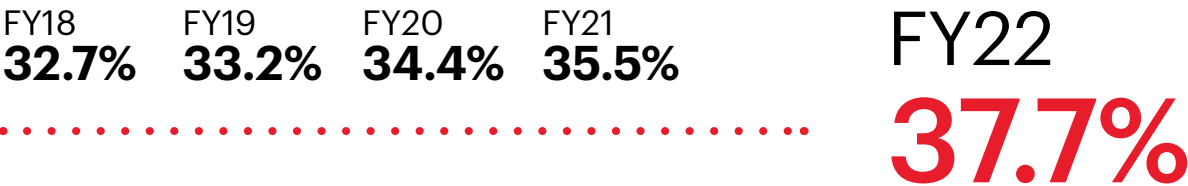**Renee Kiml, R&D New Product Introduction Engineering Manager in Keysight Order Fulfillment**

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3. Lower percent in board of directors' representation was due to an increase in board members in 2022.

Representation of underrepresented minorities in our U.S. workforce

FY18	FY19	FY20	FY21
32.7%	**33.2%**	**34.4%**	**35.5%**

FY22
37.7%

Representation of underrepresented minorities in engineering and technical roles in the U.S.

FY18	FY19	FY20	FY21
36.1%	**37.1%**	**37.8%**	**38.8%**

FY22
## 41.4%
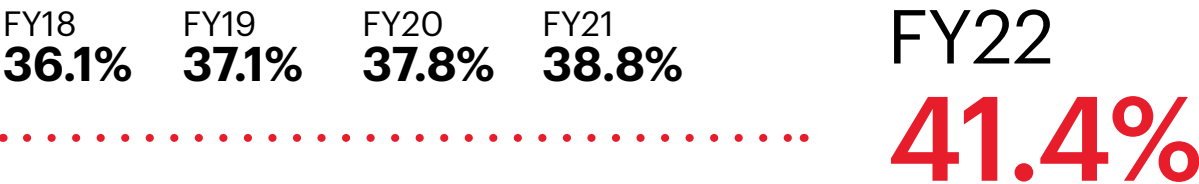
NOTABLE HIGHLIGHTS

+2.2%

year-over-year growth of underrepresented minorities in U.S. workforce, the highest year-over-year increase in the past five years
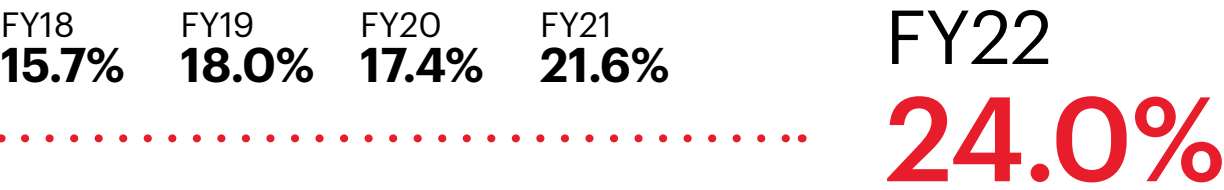
+2.6%

year-over-year growth of underrepresented minorities in U.S. in engineering and technical roles, the highest year-over-year increase in the past five years

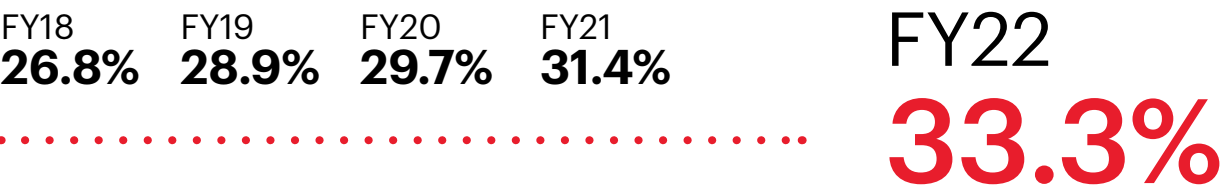# Representation of underrepresented minorities in U.S. leadership

Underrepresented minority representation on the board

FY18	FY19	FY20	FY21
14.0%	**11.0%**	**11.0%**	**10.0%**

FY22
27.0%
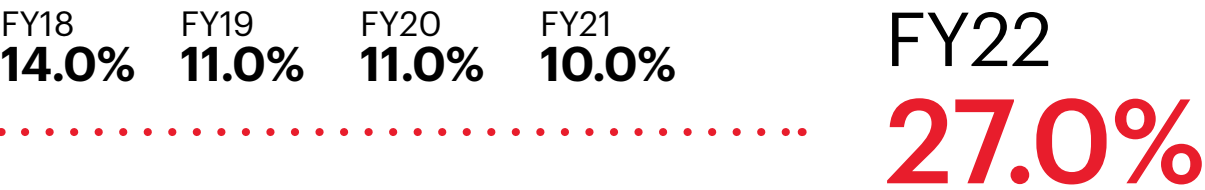
Underrepresented minority representation in executive roles

FY18	FY19	FY20	FY21
15.7%	**18.0%**	**17.4%**	**21.6%**

FY22
24.0%

Underrepresented minority representation in leadership roles

FY18	FY19	FY20	FY21
26.8%	**28.9%**	**29.7%**	**31.4%**

FY22
33.3%

NOTABLE HIGHLIGHTS

+2.4%

year-over-year growth of minorities in U.S. in executive roles

+1.9%

year-over-year growth of minorities in U.S. in leadership roles

Population

In this section, we look at DEI population data across our global Keysight business, as well as of racial and ethnic groups in the U.S.

Global workforce data	FY21-FY22 % change	FY18-FY22 % change
Global workforce growth	4.5%	15.7%
Women	5.5%	18.4%
Men	4.1%	14.5%

Global workforce data	FY21-FY22 % change	FY18-FY22 % change
U.S. workforce growth[4]	5.0%	12.1%
Asian	10.7%	23.6%
Black and African American	15.7%	20.2%
Hispanic and Latinx	9.9%	30.5%
Native American and Alaska Native	0%	-3.6%
Native Hawaiian and Pacific Islander	27.8%	64.3%
White	1.4%	3.7%
Multiracial	21.7%	115.1%

Population growth of women has outpaced that of Keysight's global workforce over the past five years. Since FY18, the population of women employees globally has grown 18.4%.

Asian, Black and African American, Hispanic and Latinx, Native Hawaiian and Pacific Islander, and multiracial employee populations in the U.S. have grown at double digit rates over the past five years.

NOTABLE HIGHLIGHTS

In FY22, Keysight's U.S. workforce grew 5% while these communities grew at higher rates:

Asian
+10.7%

Black and African American
+15.7%

Hispanic and Latinx
+9.9%

Native Hawaiian and Pacific Islander
+27.8%

Multiracial
+21.7%

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4.   (excludes any who did not disclose ethnicity)

Talent acquisition

We recognize that attracting and hiring diverse talent is one of our key levers to influence representation. It is why in 2020 we began setting goals to increase the percentage of new hires globally that identify as women, and in the U.S. to increase the percentage of new hires that identify as underrepresented minorities. We continued this practice in 2021 to drive accountability and progress.

We also regularly evaluate our data definitions and refine them where needed to report on progress and opportunities more accurately. Mid-year 2022, we revised the definition for new hires to exclude interns and internal temporary workers. This tightening resulted in a shift in the numbers previously reported but allowed us to drive greater transparency and accountability. The data below reflects the new definition.

Representation of global women hires

FY18	FY19	FY20	FY21	FY22
32.4%	**33.2%**	**32.7%**	**33.2%**	**32.6%**
			Goal: 35%	Goal: 35.4%
Using prior definition		34.7%	34.4%	34.9%

Representation of underrepresented minority hires in the U.S.

FY18	FY19	FY20	FY21	FY22
41.4%	**36.9%**	**42.7%**	**45.0%**	**49.1%**
			Goal: 45.0%	Goal: 47.4%
Using prior definition		44.7%	46.4%	48.8%

NOTABLE HIGHLIGHTS

In FY22 we made strong progress against our underrepresented minority hiring goal in the U.S., exceeding our goal by 1.7% and improving underrepresented minority representation in our U.S. workforce.

While we made progress in FY22, hiring hundreds more women, we missed our goal, underscoring the need for continued focus and furthering of our DEI initiatives to address women representation within Keysight and in the STEM industry at large.

Pay equity

We believe providing competitive pay based on the role and experience of an individual is critical to creating an equitable workplace where employees feel their contributions are valued.

We have a robust, data-driven benchmarking and compensation framework. We conduct an annual, company-wide pay analysis and work with each business group's senior leadership to implement adjustments where needed to ensure we are taking an appropriate approach to compensation and other rewards. We are committed to achieving pay parity for women and men and continue to drive for this in our programs and practices.

0.98:1
average women:men
compensation ratio
globally

0.98:1
median women:men
compensation ratio
globally

1:1
average underrepresented
minorities:white
employees in the U.S.

1:1
median underrepresented
minorities:white
employees in the U.S.

Our average pay equity is an unadjusted pay analysis across our entire global employee population. The median represents the value where half of the employees in that group are paid higher and half are paid lower. The identical ratio for average and median is indicative of similar pay equity across all levels.

Lucia Cascio, R&D Hardware Engineer in Keysight's High Frequency Measurement Center of Excellence

Advancing STEM

Investing in science, technology, engineering, and math (STEM) partnerships is key to developing a robust pipeline of future engineers who reflect society at large. Keysight takes pride in its responsibility to invest in global communities, especially girls, women, and under-served communities in science, technology, and engineering.

2022 Accomplishments

- Engaged more than 798,000 students, future engineers, and technology skill learners through STEM education.
- Expanded STEM partnership programs that reach students in over 120 countries.
- Continued partnerships with Historically Black Colleges and Universities (HBCUs) in the form of scholarships, internship opportunities, corporate advisory engagements with company executives, and engineering lab equipment grants.
- Hosted 52 women-led university teams worldwide for the Keysight Innovation Challenge competition.
- Paired Keysight mentors with Mathematics Engineering Science Achievement (MESA) association students in California for the organization's statewide leadership conference competition which resulted in the winning entry aimed at empowering underserved communities to prevent Covid-19 outbreaks.

Student at Keysight's Introduce a Girl to Engineering Day

Advancing STEM from the start: K-12 programs

By nurturing students from an early age, we unleash their innate curiosity and give them the confidence to evolve into life-long problem-solvers with the tools, inspiration, and mentorship they need to succeed.

Keysight continued to provide active support and volunteering in these programs:

- After-School All-Stars (ASAS)
- Discovery Education STEM Careers Coalition
- Girls who Code
- Keysight After School
- Mike Hauser Academy for STEM
- Qubit x Qubit
- Technovation
- TryEngineering

Students at Keysight's Introduce a Girl to Engineering Day

Advancing STEM at pivotal junctures

Research[5] points to middle school as a critical juncture where STEM aspirations are abandoned by many students, especially women and those from underrepresented groups. Keysight pays special attention to these pivotal junctures to provide extra exposure, support, and motivation for students to remain committed to vocations in STEM. Among our 2022 programs, at our Santa Rosa, California headquarters, we continued the 15+ year tradition of sponsoring the Mike Hauser Academy for STEM. We also participated in Expanding Your Horizons for middle school girls and North Bay Science Discovery Day. Our Penang, Malaysia site hosted an Introduce a Girl to Engineering Day as well as partnered with other technology companies in the area in the Girls in Engineering & Technology (GET) program.

Advancing STEM in higher education

Increasing a pipeline of diverse candidates requires that we engage more broadly and more deeply with diverse communities of engineering students. In addition to expanding our recruiting practices, Keysight is forging deeper connections with programs that extend our relationships with women and underrepresented engineering students at the undergraduate level and beyond.

We continue to support Rewriting the Code, Women in Quantum, and partnerships with HBCUs, which we expanded in 2022 with mentoring for senior project teams, internship and scholarship opportunities, advisory engagements, and equipment donations. The HBCU partnerships have resulted in an expanded pipeline of must-hire candidates as well as new hires directly from the program.

In addition, in 2022, we hosted a prestigious, worldwide, women-led student competition, the Keysight Innovation Challenge, and extended a partnership with the Mathematics Engineering Science Achievement (MESA) association.

5 https://www.girlscouts.org/, https://www.learningforjustice.org/

2022 Keysight Innovation Challenge winning team from Illinois Institute of Technology (from left), Chloe Rubinowicz, Colin Prochnow, Saurabh Saluja, and Katarzyna Staron

Keysight Innovation Challenge

In its second year, the Keysight Innovation challenge holds a dual emphasis of purposeful innovation and promoting women in STEM. Women-led engineering student teams around the globe put their technical creativity to work by designing Internet of Things (IoT) devices that tackle today's rising carbon emissions and monitor for carbon neutrality.

In 2022, the top six finalist teams, selected from 52 worldwide entries after a round of rigorous internal judging, received an all-expenses paid trip to Keysight's Santa Rosa, California headquarters to showcase their innovations. Students competed for cash prizes up to $30,000, $10,000 in select Keysight test equipment for their school, and informational interviews about internships and job opportunities with Keysight.

Each finalist team presented their concept in front of a diverse panel of judges, which included representatives from the United Nations Environment Programme (UNEP); an electrical engineer influencer; two former Keysight Innovation Challenge winners, and internal Keysight leaders.

To encourage more women to pursue STEM careers, this year's contest required that each team (up to six students per team) have a woman leader and at least equal representation of female students to male students.

"Our team learned and experienced more from this project than anything else we've done before," Chloe Rubinowicz , the Illinois Institute of Technology (IIT) team lead who recently accepted a job offer with Keysight, told Science Magazine. "This has served as a pivotal moment for us, learning to work with a team to develop an idea and actualize it. Winning this competition has been surreal, and we're so excited to see where our team goes from here."

"The innovative projects, ideas, and solutions of each participant demonstrates the commitment of the younger generation to tackle environmental issues. Their creativity and passion for solving issues of climate change, nature loss, and pollution is truly inspiring."

Juan Pablo Celis Garcia
Youth Engagement Specialist,
United Nations Environment Programme

Students collaborating with their coach on a STEM project

Spotlight: Mathematics Engineering Science Achievement (MESA)

In 2022, Keysight continued its second-year sponsorship of the Mathematics Engineering Science Achievement (MESA) organization. MESA is focused on helping underrepresented students achieve success in STEM studies. Throughout the year, Keysight mentors supported STEM engineering students, keeping in touch with mentees and helping with mock interviews and resume reviews.

A highlight of this year's MESA engagement was the 2022 student leadership conference, where Keysight mentors participated as team captains during a STEM contest, ran four workshops titled "STEM Careers Outside the Box," and hosted a Keysight expo booth to introduce students to opportunities at Keysight while gathering resumes and fielding candidates for positions with the company.

"At the MESA statewide leadership conference, it was clear: the future of engineering is in great, capable hands with young leaders from different backgrounds and nationalities. The group of Keysight volunteers got as much out of the experience as the students did. The students partnered with the Keysight volunteers to go on to win the conference's STEM competition with their entry for how to empower underserved communities to prevent COVID outbreaks."

Sal Varela
Senior Regional Account Manager
Keysight Global Sales

Assembling Diverse Teams

Keysight works with leading innovators across the globe to bring new technologies to market to solve real-world problems. By harnessing the perspectives of diverse teams, we are able to consider the wide range of human experiences during the design and development phases and ultimately, innovate more expansively and more inclusively.

This is why we continue our efforts to attract and retain candidates who bring unique skills and perspectives to the company. Our aim is to draw candidates from a wide mix of life experiences, genders, races, ethnicities, sexual orientations, ages, and abilities.

2022 Accomplishments

- Added new recruiting venues which yielded new hires, including the American Indian Science and Engineering Conference and the Black Engineer of the Year Award virtual career event.

- Keysight's global intern program attracted 33.8% women worldwide, and our global campus hiring program netted 33.3% women hires.

- Expanded mental health offerings for all employees, added new healthcare options and medical plans in some regions, and extended paid family leave for bonding with a new child.

Keysight summer interns gather at the Santa Rosa, California headquarters

Assembling a diverse workforce

We are exploring new avenues and approaches to diversify our workforce. While we maintained established relationships and programs, we continued to expand recruiting venues, broadened our pipeline for interns, and ensured our hiring managers had the tools and resources to seek out, attract, and hire diverse candidates.

Internship programs

Keysight's internship program is an important on-ramp for diverse talent, giving candidates early exposure to the company and its culture, and establishing a connection to facilitate employer decisions.

In 2022, Keysight hired hundreds of interns worldwide, of which 33.8% were women. We also began to draw interns from our HBCU partnerships, which provide both internships and scholarships and have resulted in new full-time hires into the company.

Inclusive hiring programs

Hiring managers constitute a key link between diverse talent and the company. Their ability to attract diversity and represent the company's culture is instrumental in acceptance decisions. In 2022, we offered managers two hiring-related diversity courses: *The Neuroscience of Better Hiring* and *Develop Job Descriptions and Market Openings Inclusively*. Both these courses have become standard offerings for all Keysight managers.

Talent through acquisitions

As a global technology innovator, we constantly evaluate opportunities to enhance our technology portfolio and talented employee base. In 2022, we acquired three small technology companies. Of the employees that were offered positions with Keysight, 100% accepted. This is consistent with our track record of 99.5% acceptance rate for employees brought into the company through acquisitions since FY15.

"I enjoyed the culture during my internship and believe I found the right environment where I can develop my curiosity. I take time to learn everything. This internship is amazing because I get to explore every area."

Nandecie Edouard
Electrical engineering intern
North Carolina Agricultural & Technical State University

"I came here expecting to focus solely on an electrical engineering internship and ended up doing hands-on engineering work on all types of jobs, working alongside mechanical and chemical engineers. The internship exceeded all expectation. I loved working with test equipment and figuring things out. Working at Keysight is like working in Willy Wonka's factory."

Joshua Eanes
Electrical engineering intern
North Carolina Agricultural & Technical State University

Comprehensive benefits

Keysight has long been a leader in providing comprehensive, inclusive benefits for all employees.

Depending on local laws and employee needs, our offerings include:

- Robust medical, dental, and vision healthcare
- No-cost physical, mental health, and financial wellness programs
- Family planning, fertility, and adoption support
- Gender-affirming healthcare services
- Disability accommodations

In 2022, we added:

- Expanded mental health offerings for all employees
- Additional healthcare options and medical plans in some regions
- Extended paid family leave for bonding with a new child

We continually seek to improve our benefits packages to support the evolving needs of our diverse workforce.

Supplier diversity

We are committed to building a diverse supply base. Our partner and supplier network shares our values and adheres to our standards. Over the years, we have expanded the number of diverse suppliers who identify as small, veteran-owned, minority-owned, women-owned, and LGBTQ-owned businesses, and continue to proactively source new partners to improve equity across our supply chain.

Furthermore, we partner with our contingent workforce suppliers to grow women and minority representation and have established goals and dashboards to monitor our progress.

Yang Zou, Software Business Development and Technology Services Director of Americas and EMEAI in Keysight PathWave Software Solutions
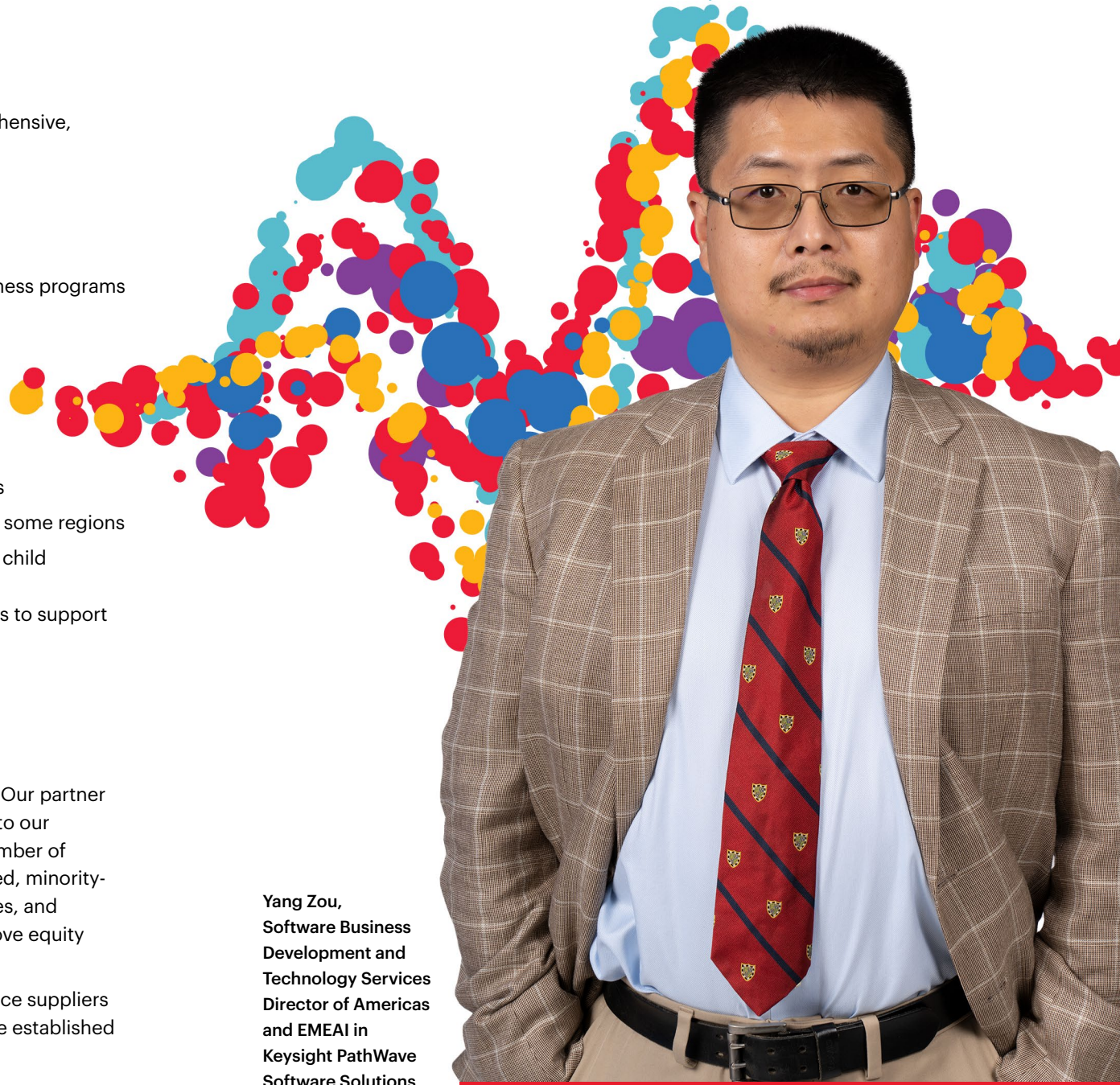
Fostering Inclusion

To harness the power of diversity for disruptive innovation, we recognize that representation, while critical, is not enough. We must provide an environment where everyone can learn, connect, and share without risk.

The result of inclusive policies, resources, and practices is that employees feel more valued, experience the freedom to be creative, present different viewpoints, and innovate boldly.

2022 Accomplishments

- Launched a new DEI training, *Working Inclusively*, with a requirement for all Keysight employees to complete by early 2023.
- Expanded the number and membership of employee network groups (ENGs) to foster connection, development, and sharing opportunities both locally and globally. Membership grew by 93% in 2022 and has more than quadrupled since 2019.
- Launched the first-annual Global Diversity Awareness Month campaign to accelerate awareness, learning, and connection on DEI topics across the entire Keysight population.

Malaysia Wavelets employee network group at a networking event

Fostering inclusion through learning

Working Inclusively training

At Keysight, we believe that every employee has a role to play in contributing to our inclusive culture. In 2022, we expanded core DEI training from manager-only to the entire Keysight employee population with a requirement to complete by early calendar year 2023.

Our *Working Inclusively* course 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 and are an onboarding requirement for all new hires.

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

Tadeh Avanessian, R&D IC Engineer in Keysight Labs

- Keysight was certified as a Great Place to Work in the U.S. for the 5th year in a row. Of the U.S. respondents:
  - 90% of employees taking everything into account, would say this is a great place to work
  - 94% of employees felt they were treated fairly regardless of their sexual orientation (95%) or race
  - 94% of employees agreed that when joining the company, you are made to feel welcome

- Keysight also received Great Place to Work certification in Japan, Korea, and China.

- According to a Perceptyx global employee engagement pulse survey:
  - 83% say that they have observed an organizational culture of equity and inclusion in the workplace
  - 83% say that they feel comfortable speaking up if they see intolerance, mistreatment, bias, or a lack of inclusivity in actions
  - 82% say that "In the teams that I work on, we seek diverse perspectives"

Fostering inclusion through connection

Employee network groups

Keysight's employee network groups (ENGs) are instrumental to driving progress by building community among underrepresented groups and their allies and fostering professional development. They offer a place for people with shared identities or life experiences to connect, drive action, engage in their local community, and demonstrate their passion and personal commitment to shared issues. In 2022, our active employee communities included:

ENUM	Employee Network Group for Underrepresented Minorities (U.S. based)
KDA	Keysight Diversity Allies (U.S. based)
KSWEEP	Keysight's Society of Women Engineers Enterprise Program (Global)
LGBTQA+	Lesbian, Gay, Bisexual, Transgender, Queer+, and Allies (Global)
KWC	Keysight Women's Council (Penang, Malaysia)
WLD	Women's Leadership Development (Santa Rosa, California)
Next Gen	Santa Rosa, California; Colorado Springs, Colorado; Italy; and Malaysia
Keysight Roots	Germany Employee Connections
Spectrum	Spain Employee Connections and Social Responsibility
Toastmasters	Santa Rosa, California and Beijing, China chapters

NextGen Santa Rosa employee network group members volunteering in the community

NextGen Santa Rosa employee network group core team

ENG SPOTLIGHT

Community in all its forms

NextGen Employee Network Group, Santa Rosa, California

A self-described community-oriented person, Mohammed Ibrahim, senior microcircuit test engineer and Santa Rosa NextGen ENG core team member, has found in this group a solid foundation for community in all its forms. Comprising nearly 1/4th of the entire site population, its members are active year-long in social, philanthropic, and professional development events. "It's special to have such a community within the workplace, and to see that community through personal relationships that transcend the group itself."

The ENG hosts social events with local flavor, visits to museums, and mixers with broader professional organizations in the area. Their summer picnic and Halloween and holiday parties are now well-anticipated events, as are the professional and career sharing sessions with members of the executive team.

Summer interns become honorary members during their stay, and the group seeks to make their experience as memorable as it is successful. Driven to be of service, the group also donates to homeless shelters, participates in wildfire prevention activities, and more.

"We're a very active group, but what's unique about this group is its diversity. We have people from all over the world. From different cultures and backgrounds, from different disciplines. It's really colorful. People here celebrate each other, learn from each other. That's the power of inclusion."

Mohammed Ibrahim
Senior Microcircuit Test Engineer and Santa Rosa NextGen employee network group team member
Keysight Technology Order Fulfillment

Keysight Women's Council employee network group

Fellowship and support through women's journeys

Keysight Women's Council, Penang, Malaysia

The mission of the Keysight Women's Council in Penang, Malaysia is to provide a platform to advocate diversity and inclusion of women, promoting women's development, leadership, and engagement within and outside of Keysight.

According to Jin See Goh, General Electronics Measurement Solutions (GEMS) solutions management manager and the council's vice chairperson, it is also a place of fellowship and support across the entire career journey and the full breadth of a woman's experience at work and at home.

"I started out in mother's club and immediately felt the encouragement and support. Within the ENGs, we met new people from different functions, working across groups, but with common challenges and aspirations."

The council stays true to their mission to impact every stage of a woman's journey. In Malaysia, girls must choose between technical and other tracks at 15. The Women's Council provides exposure to engineering disciplines at this critical juncture by hosting an Introduce a Girl to Engineering Day and by working in the cross-company Girls in Engineering & Technology program throughout the year. They also lobbied for an affiliate Society of Women Engineers (SWE) chapter for Penang, working with other technology companies to connect with female engineering students in the area.

Within Keysight, the council supports career development at every level as well as every phase of life. The Rise Up program provides group as well as individual mentoring, tailoring groups to the challenges of each level. And the always popular Mother's Club supports the joys and challenges of motherhood at every stage in the parenting journey.

"The idea was to have a platform for women themselves to connect, shine, and represent the company, internally and externally. We build friendships, we support each other, and we take pride in what we each accomplish, collectively and as individuals"

Jin See Goh
Solutions Management Manager
and Keysight Women's Council Vice Chairperson
Keysight General Electronics Measurement Solutions

Children of Keysight employees participate in Spectrum Spain holiday event

Connection through soccer, pastries, and a helping hand

Spectrum Spain

Spectrum Spain, one of Keysight's newest ENGs, is coming together to work on corporate social responsibility (CSR) initiatives while also engaging employees across all sites in Spain.

A core goal from the start, they contribute to their local communities by supporting non-profits, raising funds, participating in Keysight After School programs, and volunteering at various events. Recently, the group started collecting food for the Spanish Food Bank to raise awareness about food poverty, especially in these difficult times. They also hosted a Christmas Kids Event together with Fundación Adecco, an organization that helps people with functional diversity.

But it's also about coming together and having fun. Keeping a years-long tradition alive, they get together to watch the FIFA World Cup, connecting colleagues from various nationalities who support different teams. They also draw from each other's strengths outside of work. An employee who is also a pastry expert shared his skills with a Spanish Christmas treats class where participants prepared delicious sweets for their families.

"One of Keysight's core product lines are spectrum analyzers - devices that measure a signal's frequency across a spectrum. Or more generally, spectrum describes the different colors produced when light passes through a glass prism. Spectrum is a diverse and inclusive concept. It is a complete range of different people and opinions, so it's not surprising we chose it for our newest employee network group. It is an invitation to anyone to feel comfortable in this group. Spectrum is diversity and inclusion. It is a community. It is Keysight."

Judith Contreras
General Manager
and executive sponsor for Spectrum Spain
Keysight Spain

Creating a Place to Thrive

At Keysight, we believe to thrive is to feel energized, valued, empowered to contribute, and able to see a personal future in the future of the company. As such, we are committed to an open environment where our employees' diverse voices can be heard, developed, and advanced through every stage of their careers.

Keysight has a long-standing tradition of fostering a growth mindset in our employees, encouraging them to create their own unique path for growth and advancement, and supporting them through on-the-job training and stretch assignments as well as instructional training opportunities.

In addition, we have instituted a robust set of targeted leadership development and mentoring programs to increase representation at every layer of the organization.

2022 Accomplishments

- Piloted the Ignite Coaching Program to assist managers leading teams with members in populations with a traditionally high risk of turnover like millennials and women.
- Hosted more than 600 mentoring relationships spanning nearly 5,000 mentoring hours.
- Increased representation of women in the company's leadership programs by 17% since their last deployment.
- Gained traction with DEI council initiatives tuned to the unique needs of each Keysight business and function.
- Won a Brandon Hall Group HCM Excellence Award for Best Advance in High Potential Development.

Keysight's DEI Director Chris Williams sponsors programs across the company such as the 2022 Innovation Challenge

A place to grow and develop

From leading-edge technical training to the soft skills that leaders at all levels must acquire to be effective in today's multi-generational and dynamic high-tech environment, Keysight recognizes that learning practices must keep pace. We continuously monitor learning and development needs, trends, topics, and advancements and adjust our award-winning programs so our employees, and our company, remain at the forefront of our industry.

We offer customized learning and development solutions through various live, virtual, and self-paced platforms, with opportunities that include 1-1 mentoring, coaching, strategy sprints, and online courses. Our employee and leadership development strategies are closely integrated with our DEI strategy and the overall company priorities.

Balraj Pillai Tharumalingam, **Product Manager in the Electronic Industrial Solutions Group Center of Excellence**

Among our offerings, we provide:

ExecOnline virtual training

Keysight partnered with ExecOnline, a leader in enterprise learning and development platforms, to provide a customized set of virtual training pathways for our employees, free of charge to them and their departments. Courses from elite universities are accessible to all employees and their managers to deploy based on the unique development needs of each employee. This democratized learning environment removes budget barriers and allows employees to custom-design their growth paths in the direction and speed that best suits their needs.

Emerging Leaders Program

The Emerging Leaders Program (ELP) develops high potential talent and prepares them for middle management positions and beyond. Program participants are hand-selected and nominated by business presidents. This program is held every other year and alternates with the Advanced Leadership Program.

Advanced Leadership Program

The next echelon of leadership development, the Advanced Leadership Program (ALP), develops high potential middle managers and prepares them for senior management positions and beyond, ensuring Keysight has a healthy, internal pipeline of leaders ready to fill key roles. Keysight CEO Satish Dhanasekaran, himself an alumnus of the program, hosted the first live program graduation event post-pandemic in 2022.

Both ELP and ALP saw the highest level of combined URMs and women in their latest participant cohorts of 2021 and 2022.

A place to learn from each other

If innovation is what propels Keysight's future, knowledge is its foundation. Keysight's rich, multi-generational heritage gives us the opportunity to share and learn from each other to make individuals, at every stage in their career, stronger and better equipped to take on today's challenges.

Mentoring has become an established practice at Keysight, and a proven way to enrich company culture, retain forward-thinking talent, bring out the best in teams, and most importantly, build a diverse pipeline of future leaders.

Our primary mentoring initiative, the Keysight Open Mentoring Program, runs on a platform which automatically matches mentors and mentees based on criteria such as role, experience, personality, skills, and when desired, demographics. It then guides participants through the process with instructions, reminders, and best practices to set the mentor/mentee pairs up for success.

Any employee can receive formal mentoring to grow their careers and any employee can volunteer to assist others on their path to success. Designed for both managers and individual contributors, the Keysight Open Mentoring Program uncovers the passions of our mentors and the potential of our mentees to strengthen connections to each other and to the Keysight mission.

"This is what a mentor gives you: knowledge and guidance to help you advance a project that benefits the company and that you feel passionate about. We are fortunate to have not just one but many mentoring programs at Keysight, so we can advance our careers and ourselves with the best resource we have: our people."

Inga Urbina
Software Business Sales Admin Specialist
and KSWEEP employee network group member
Keysight Global Sales Europe

MENTORING PROGRAMS

Other mentoring programs are available and tuned to specific needs:

New Hire Mentoring Program to onboard and successfully integrate new employees.

KSWEEP Mentoring Program to engage with external diverse talent.

RISE UP to give women in Penang opportunities for group and 1:1 mentoring tailored to their organizational level.

ENUM Mentoring Program to tailor mentoring to the unique needs of this employee network group's members.

Ignite Coaching Program to help managers increase engagement and retention of employee groups at high risk of turnover.

Emeritus Program to transfer knowledge and transition responsibilities of retiring tenured employees with critical skills to developing colleagues in order to retain IP and technology expertise.

A place to create lasting change

In technology, change is constant. So, it's no surprise that Keysight employees thrive in an environment that allows them to create lasting, positive change -- in customer solutions, business processes, and the workplace itself. The Keysight DEI Council, an essential element of our DEI governance, is a launching pad for each business and function to assess their unique DEI opportunities and take targeted action for lasting change.

The DEI council is comprised of representatives from each business and function within the company to advise, advocate, and drive accountability for DEI efforts within each of their own spheres of influence, tailoring to each area's unique needs and opportunities.

Representatives are chosen by their respective business because of their commitment and passion for diversity as well as their leadership and influencing skills. Spanning all levels in the organization, council members work with their leadership teams to prioritize, mobilize, and operationalize how to attract the best talent, amplify the voices of the under-represented, advance belonging, and encourage innovation within their groups.

In 2022, each council member's plan was as unique as their business areas. Two of many such plans, shown in the following pages, exemplify the diversity that arises when teams have the autonomy to innovate.

Keysight's DEI Council

Members of the Keysight Finance India team with DEI Finance lead, Lisa Poole

Diversifying the leadership pipeline in Keysight India

While women in Keysight Finance India make up a strong percentage of non-managerial jobs, this function's DEI Council team found a disparity in the number of women in senior leadership. "Women in India often face unique challenges and pressures that can contribute to lack of representation, especially at senior management levels," said Lisa Poole, vice president and assistant corporate controller, who with Puja Agrawal, revenue accounting manager, co-leads a unique program that arose from this disparity.

Focused on mentoring for selected, high potential women not currently in leadership roles, the 6-month program provided them with diverse mentors across the finance organization as well as interactive workshops on common leadership development topics. The goal: to prepare them to step into next-level roles.

"We found subject-matter experts in Keysight Finance who gladly shared their expertise in areas such as communications, overcoming obstacles to growth, crucial accountability, and how to transition to a management mindset," added Lisa. The cohort also had opportunities to get to know and support each other in a safe environment for candid discussions.

While the official program concluded for this group of mentees, there will be continued follow-up to ensure their development is progressing and they have the resources they need for future growth. The Finance DEI Council is planning on expanding the program to cover other diverse groups within the site as well as provide other development programs to team members around the world.

"Mentees found that sharing common experiences, including from mentors and presenters who had experienced similar challenges, was inspiring and uplifting."

Lisa Poole
Vice President and Assistant Corporate Controller
and DEI Council representative
Keysight Finance
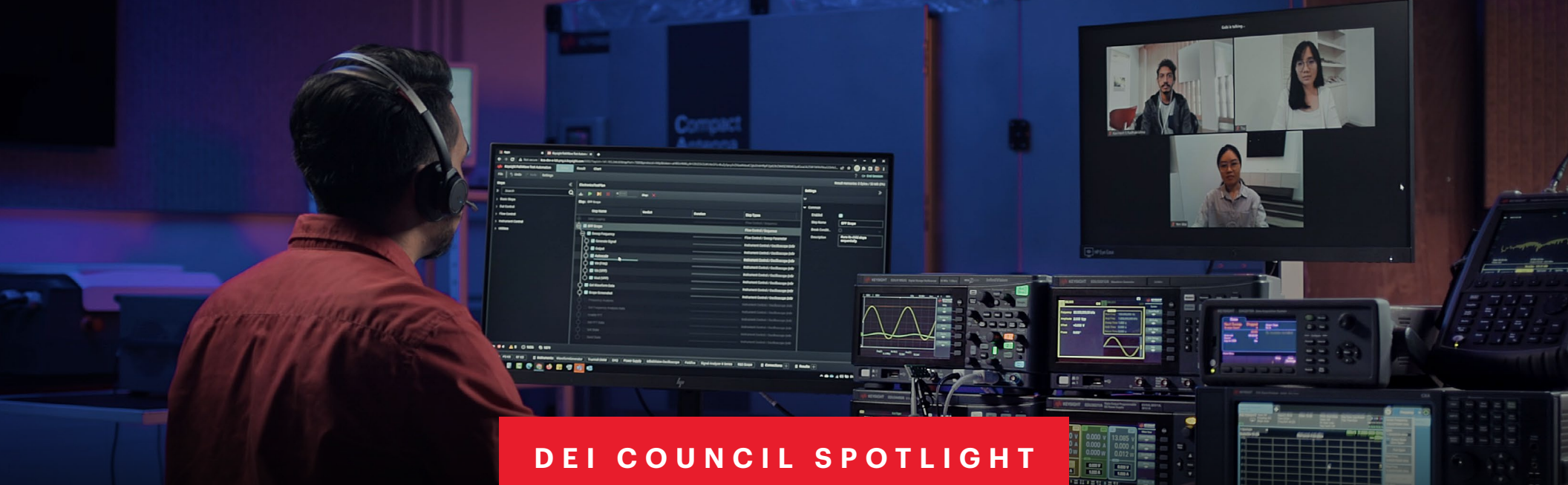
DEI COUNCIL SPOTLIGHT

Diversity of thought in action

What better way to demonstrate the power of diversity than to see it in action? Keysight's PathWave Software Solutions (PSS) team set out to walk the talk by harnessing the power of diverse teams to solve pressing cross-discipline business issues. "We took the definition of diversity to its core: how our innate differences lead to diversity of thought, and ultimately, to new perspectives that create breakthrough innovation," said Luciana Taylor, PSS WW business development senior manager and the team's DEI Council representative.

Volunteer-led and staffed teams delve into established processes for opportunities to streamline or transform. "We've now looked at time-consuming and ineffective aspects of our systems and had the breadth of thought and perspective to find unique fixes," added Luciana.

Roberto Ramos, PSS sales programs and operations manager, and DEI program lead, also stated "the success we've had so far has been in large part due to the effort and commitment from all levels of the organization. Everyone must be all-in to unlock the potential of diverse teams."

Diversity of Thought teams train on the assigned processes, Kaizan tools, and how to work together to ensure all voices are heard.

"We are meeting people we normally wouldn't have met. We are learning disciplines and perspectives we wouldn't have been exposed to. But most of all, we are experiencing the power of diversity of thought to create breakthroughs in a way we can be proud of."

Luciana Taylor
Senior Director, Worldwide Business Development and DEI Council representative
Keysight PathWave Software Solutions

CHAPTER 7

External Recognition

Awards and recognition

In 2022, Keysight was honored with global and local diversity and inclusion awards that recognize our progress and commitment to fostering DEI in the workplace and in our communities.

Forbes America's Best Mid-Sized Employers	Great Place to Work USA	HR Excellence in Workplace Well-Being for Keysight Malaysia, Silver Award	Top Workplace, Denver Post
Awarded February 2022	Awarded 2022	Awarded May 2022	Awarded May 2022
Forbes America's Best Employers in Colorado	Great Place to Work Japan	Information Technology Industry Council (ITI) Industry Awards Program	Top Workplace, New Jersey by NJ.com
Awarded August 2022	Awarded 2022	Awarded December 2022	Awarded June 2022
Fortune 100 Best Companies to Work For	Great Place to Work Korea	JUST Capital's 2022 Top 100 U.S. Companies Supporting Healthy Families and Communities	Wall Street Journal Management Top 250
Awarded April 2022	Awarded 2022	Awarded July 2022	Awarded December 2022
Fortune Best Company to Work for in the Bay Area	Great Place to Work China	JUST Capital's 2022 Workforce Equity and Mobility Ranking (#27)	
Awarded June 2022	Awarded 2022	Awarded August 2022	
Fortune Best Workplaces for Women	HR Asia Best Companies to Work for in Asia – Malaysia Edition	Leading Graduate Employer for Keysight Malaysia	
Awarded October 2022	Awarded December 2022	Awarded October 2022	
Fortune Best Workplaces in Technology	HR Excellence in Work Life Harmony for Keysight Malaysia, Silver Award	Top Midsized Employer, Austin	
Awarded September 2022	Awarded May 2022	Awarded November 2022	

Looking Ahead

At Keysight we recognize DEI work is never done, so we are committed to continue engineering equality in all its facets and across our four pillars of advancing STEM, assembling diverse teams, fostering inclusion, and creating a place to thrive. We have laid a strong foundation, and we have clarity on the steps we must take next to cultivate greater inclusion and operationalize DEI.

A special focus of 2023 will be tracking, monitoring, and setting new targets to increase representation and continue to foster an inclusive work environment for all our employees.

Cynthia Nakatani, R&D Project Manager in the High Frequency Measurement Center of Excellence

Transparent, actionable data and systems

As a design and measurement company, we understand that you can't improve what you can't measure. Therefore, we are taking several steps to improve the depth and transparency of our data as well as refining the areas we target.

Bloomberg Gender-Equality Index (GEI)

In 2022, Keysight joined 483 other companies headquartered in over 45 countries and regions as a member of the prestigious 2023 Bloomberg Gender-Equality Index (GEI). With this index, Bloomberg facilitates measuring and tracking the performance of companies committed to supporting gender equality across five pillars: leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand.

While Keysight scored above average overall and well above average in the pillars of inclusive culture and equal pay and gender pay parity with 2021 data, we are looking forward to continued participation to assess future improvements and to share and learn from other corporations who are equally passionate and committed to diversity.

Customized business goals

In 2022, we implemented company-wide standards for data analysis and goal setting based on our corporate targets, with goals for representation, attrition, and hiring by business. In 2023, we are continuing to expand our DEI data infrastructure and will implement data-driven, customized goals and action plans for businesses with the greatest opportunity.

Program highlights

With strong, aligned governance in place, we are building on our program foundations and expanding to address new opportunities.

2023 initiatives include:

Expanding STEM education partnerships that were initiated in 2022 with organizations such as Learning Undefeated, After-School All-Stars, Technovation, and Qubit x Qubit.

Setting new hiring goals for women globally and underrepresented minorities in the U.S. to 33.6% and 50.1% respectively and piloting new initiatives such as a self-identification program and a return-to-work program for people with a gap on their resume to broaden our talent pipeline in diverse communities.

Launching new DEI communication programs such as an expanded intranet site and a quarterly all-employee newsletter featuring news and announcements, program highlights, ENG recognition, tips, best practices, and external resources to supplement formal training across our employee base.

Harnessing the participation of all Keysighters through the evaluation of reverse-mentoring programs as well as an Allies Program where participants who identify as men, across all company levels, explore how unconscious bias manifests and learn how to interrupt it with inclusive practices and accountability.

Bobby Bhowmik, Director of Solutions R&D in Keysight's Communications Solutions Group

The Voices of Keysight

"A key reason I chose to build my career at Keysight was its global presence where a diversity of talents, skills, and perspectives converge. From numerous backgrounds, cultures, and experiences come more creative and innovative practices – two vital ingredients to take on any challenge and ensure our success.

I am especially heartened by the many programs we have to support our women employees, from fellowship, to connection, mentoring, and development. They have enabled us to increase the number and opportunities for women engineers and managers over the years. I count myself fortunate of the diversity of people I get to work with every day."

Shidah Ahmad
Vice President and General Manager
and executive sponsor of the Keysight Women's Council Penang
Keysight Order Fulfillment

"I am grateful we were empowered to create an employee network group with goals devoted towards furthering DEI within Keysight, and for leadership fostering a supportive environment which allows us to do everything we can to influence positive change within our company and make a difference to communities outside of Keysight."

Johnny Ward
Planning and Order Manager
and ENUM employee network group member
Keysight Order Fulfillment

"Over the course of my career at Keysight, we have been faced with tough business challenges and big opportunities. We solved them by bringing together people with shared passions and diverse perspectives. I've been honored to support women and new employees through employee network groups that help them explore shared experiences, lend each other support, and mold the workplace to become more inclusive so we can continue to dream big and achieve boldly."

Hamish Gray
Senior Vice President
and DEI executive steering committee member
Keysight Corporate Services

"Keysight has brought out the best in me and keeps challenging me to do my best."

Amanda Barnabas
Vice President, Global Procurement and Materials
DEI executive steering committee member
Keysight Order Fulfillment

"As a gay man, this identity, and the community which accepts and celebrates me for it, has been life-changing and allowed me to live authentically… In allowing its employees to develop communities within the workplace, organizations empower their employees to derive greater satisfaction from their work—with the knowledge that they are appreciated from all aspects of who they are.

Dalton Hardwick
Supply Chain Planner, Buyer
and LGBTQA+ employee network group member
Keysight Order Fulfillment

"Keysight is the first company I've worked for where I have openly shared that I am lesbian and have a family. It was hard to be in a closet until I felt safe to just be me in previous workplaces. In logistics, there are always more men than women. So, it wasn´t easy to prove that I was qualified, being a woman and gay. I feel so glad to work here and know that the company is really inclusive. Being part of an employee network group is great. It is a feeling that people within the community matter to one another, and that they share faith that our needs will be met through commitment and togetherness. Being a part of it makes me feel as though we are a part of something greater than ourselves."

Renata Galindo
Logistics Manager
and LGBTQA+ employee network group member
Keysight Global Services

"It's inspiring to think deeply about the role we play in gender equity. Whether you're an ally who supports opportunities for women or a woman who forges a path forward, you do it for others to follow. The power of an image, a story, or a passion shared openly is powerful enough to challenge and break gender stereotypes."

Leslie Camino
Senior Director of Corporate Leadership Development and Culture and executive sponsor of Keysight Diversity Allies employee network group
Keysight Global Learning and Leadership Development

"Opportunities don't usually just present themselves. You have got to create them for yourself. Joining Introduce a Girl to Engineering Day at Keysight Malaysia was a stepping stone for me to ultimately decide on the engineering path, followed by when I decided to join Keysight despite the odds."

Jovita Ooi Sue Anne
IT Engineer
Keysight Software Engineering Solutions

"Being Hispanic, a woman, and an engineer are important aspects of my identity. Belonging at work means that you do not feel any pressure to hide your identity. At Keysight, I am comfortable being my truest self."

Krystall Corbaley
Project and Program Manager, ASIC Technology
New Product Introductions
and Colorado Springs NextGen employee network group lead
Keysight Labs

Appendix

Data methodology

Dataset includes all Keysight regular employee data for fiscal year 2022, starting November 1, 2021, and ending on October 31, 2022. 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. 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 underrepresented minorities (URM): employees in the U.S. 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). U.S. employees may update their profile at any time. Self-identification is voluntary, so reported data may be incomplete. 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.

Engineering Equality