

# Keysight Supports the UN SDGs

United Nations Sustainable Development Goals

## Corporate Social Responsibility Vision

Keysight’s Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world and by employing a global business framework of ethical, environmentally sustainable, and socially responsible operations. To achieve this, Keysight’s business and CSR efforts are synergistic in achieving the company’s vision of creating long-term value for business stakeholders while striving to positively impact the global community through its solutions, services, and the CSR program. With focused actions in community prosperity across environmental and social aspects, Keysight’s CSR efforts are well-aligned with the charter of the **United Nations’ Sustainable Development Goals (UN SDGs)**<sup>1</sup>.

### SUSTAINABLE DEVELOPMENT GOALS



Furthering our commitment to social responsibility and advancing the UN SDGs for the future, Keysight is a **signatory of the UN Global Compact**. Their universal principles on human rights, labor, environment, and anti-corruption align with our values and operational approach.

<sup>1</sup>The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials of Member States.

# Key Impact Goals Focus Meaningful Support for Specific UN SDGs

Keysight's CSR efforts strive to strengthen global communities, support educational development, and enhance diversity, and improve the environment, all while maintaining ethical global business governance practices. The company tracks targeted key impact goals in environmental sustainability, positive social impact, and ethical business and governance, which align to specific UN SDGs.



### Environmental sustainability

Keysight has set environmental sustainability targets for Net Zero greenhouse gas emissions in company operations (scopes 1 and 2) by the end of fiscal year 2040 and to achieve our near-term science-based targets (SBTs) covering scopes 1, 2, and 3 emissions. These targets are aligned to UN SDG 13 Climate Action And are in line with the Paris Agreement's preferred goal to limit global warming to 1.5 degrees Celsius. Keysight's near-term SBTs were approved by the Science Based Targets initiative (SBTi) in October 2023.



### Positive social impact

Keysight's social impact goals cross community prosperity; science, technology, engineering, and math (STEM) education engagement; and diversity, equity, and inclusion (DEI) efforts.



Aligned to UN SDG 11 Sustainable Cities and Communities, Keysight's community engagement efforts strive to strengthen local and global communities in which we do business through efforts such as philanthropic giving, employee volunteerism, community sponsorships, donations, and university research and engagement programs.



Our STEM education engagement goal, aligned to UN SDG 4 Quality Education, supports work in inclusive and equitable quality education opportunities. Through these efforts, Keysight is nurturing future engineers and technology workers by engaging primary, secondary, and university-level students in STEM education via efforts such as Keysight After School, community education events, and access to donated and discounted Keysight solutions at universities. In addition, Keysight invests in partnerships with targeted education programs focused on underrepresented minorities and women and girls to support a diverse and skilled future workforce.

Our **DEI Goals** are aligned to UN SDG 10 Reduced Inequalities through our work in providing equitable access and development opportunities.



### Ethical business and governance

In the ethical business and governance space, Keysight’s goal aligns with UN SDG 16 Peace, Justice and Strong Institutions. The company supports ethical operations and business commitments with robust governance of our Standards of Business Conduct, corporate policies, and environmental, health and safety programs, for example.

Keysight is pleased to report that progress has been made on our key impact goals in fiscal year 2023:

| Environmental sustainability  | Positive social impact  |   |  | Ethical business and governance   |
|---|---|---|--|---|
|   | Community   | STEM Education  | DEI  |   |
| <p><b>Progress Made</b> toward net zero emissions in company operations by end fiscal year 2040</p> | <p><b>\$319M+</b> in value committed to strengthening communities</p> | <p><b>1.8M+</b> students, future engineers, and technology skill learners engaged through STEM education – 2.6M+ engaged across fiscal years 2022 and 2023 combined</p> | <p><b>33.9%</b> of global new hires were women</p> <p><b>61.1%</b> of US new hires were under-represented minorities<sup>2</sup></p> | <p><b>Zero</b> material negative impacts to the income statement from CSR-related efforts</p> |
| <p><b>13 CLIMATE ACTION</b></p>   | <p><b>11 SUSTAINABLE CITIES AND COMMUNITIES</b></p>                   | <p><b>4 QUALITY EDUCATION</b></p>   | <p><b>10 REDUCED INEQUALITIES</b></p>  | <p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p>                                       |

<sup>2</sup>Keysight uses the following definition of underrepresented minorities: 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.

Keysight will continue to make progress in these important areas, announcing goals that maintain our support of the UN SDGs, as noted in our annual [CSR Report](#).

# Broad Keysight CSR Efforts Further Support UN SDGs

Beyond our key impact goals, Keysight organizes CSR efforts across six foundational pillars – ethical governance, the environment, responsible sourcing, our people, communities, and our solutions – with actions that align in some way with all 17 of the UN SDGs. Following are some examples of efforts included in each of the pillars.

*See appendix for more information on how Keysight's six foundational pillars align with the UN SDGs.*

## Ethical Governance

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; this commitment underpins all our foundational pillars.

- Through Keysight's **Standards of Business Conduct (SBC)**, employees abide by uncompromising integrity in all their dealings on behalf of the company. This includes the company's ethical and legal obligations related to labor, human rights, health and safety, and the environment to name a few.
- Employees are encouraged to speak up if they have concerns or questions regarding the SBC through multiple notification processes and Keysight's open door policy.

## The Environment

Keysight prioritizes natural resource conservation, greenhouse gas (GHG) emissions reduction, waste and water minimization and pollution prevention. We partner with our suppliers and contractors to better achieve these goals.

- At our largest manufacturing site in Penang, Malaysia, a 5.8MW peak rooftop solar array was installed in 2022 and completed its first full year of production in 2023 to increase our renewable electricity portfolio and decrease our GHG emissions.
- Keysight operates wastewater treatment plants at three manufacturing sites. At our headquarters, in Santa Rosa, CA, treated water is reclaimed and reused for landscape irrigation and in certain process systems.
- Goat and sheep grazing for all year-round natural vegetation control and to actively pursue fire preparedness and prevention at Santa Rosa, California.
- Electronic waste is recycled at designated sustainable facilities worldwide.
- Many sites employ sustainable landscaping projects, onsite recycling, composting, and energy efficient building systems to minimize the impact of operations on the local environment.
- Single-use plastics have been discouraged in many of our sites, aiming to reduce Keysight's environmental footprint by minimizing waste, particularly in the form of disposable cutlery. Many of our sites have moved to using wooden stirrers or compostable cutlery, napkins, and to-go-boxes.
- Keysight uses a **General Specification for the Environment (GSE)** directive to set restrictions for hazardous substances in materials and components that are used in our products.

## Responsible Sourcing

Keysight has a strong partnership with strategic suppliers to ensure mutual success and commitment to leadership in sustainable practices, technology, and business operations.

- The **Supplier Code of Conduct** (the Code) establishes Keysight's expectations for its suppliers, including ethical business practices, social responsibility, environmental sustainability, and product quality. The Code principles are based on the Responsible Business Alliance (RBA) Code of Conduct, and we expect our suppliers and sub-tier suppliers to operate in accordance with this approach.
- Keysight employs small, minority-owned suppliers, including women-owned, veteran-owned, and lesbian, gay, bisexual, transgender, and queer (LGBTQ+)-owned suppliers. We actively source new partners to diversity our supply chain.
- Keysight is a participant of the Responsible Minerals Initiative (RMI), and source minerals in accordance with the Organisation for Economic Co-operation and Development (OECD) Guidance. We require our suppliers to implement reasonable measures ensuring that minerals, such as conflict minerals (tantalum, tin, tungsten, and gold) and other minerals (cobalt and mica), contained in the products, parts, components, and materials they supply to Keysight, are "Democratic Republic of Congo (DRC) conflict-free" and do not directly or indirectly finance or benefit armed groups that are the perpetrators of serious human rights abuses in these regions or an adjoining country.

## Our People

Keysight values a diverse, inclusive, and a respectful work environment where all employees enjoy challenging assignments, development opportunities, competitive salaries, and a safe environment.

- Keysight sponsors Employee Network Groups (ENGs) globally to support and promote diversity, inclusion, and a strong sense of belonging for employees. ENGs are voluntary, employee-led groups that align to Keysight's business goals and our DEI initiatives.
- Many Keysight locations offer on-site gyms, healthy eating options, and fitness activities for employees.
- At the Santa Rosa, CA site, the campus cafeteria uses vegetables cultivated and harvested from an on-site garden for employee meals; and employees are offered discounted Sonoma County Regional Park memberships.
- Through the Employee and Family Assistance Program, confidential and individual counseling is made available for employees and their families.
- Many employees utilize alternative work arrangements, such as part-time, telecommuting, job-shares, and variable work schedules.
- Learning at Keysight directly aligns with Keysight's business strategy. Learning drives professional growth and continuous improvement, helps create a strong leadership pipeline, and promotes company-wide development.

## Communities

Keysight contributes to the communities where the company operates, as well as local and global volunteer efforts and supporting numerous charitable and educational organizations.

- Keysight hosts onsite programs like Introduce a Girl to Engineering Day (IGED) annually in multiple locations and participates in the Mike Hauser program to increase exposure to STEM fields for young women and people from underrepresented communities.
- Keysight employees worldwide volunteer with STEM education initiatives like Keysight After School, Penang International Science Fair, various STEM education partnerships, local student science events, and more, to support access to a quality education for a diverse and skilled future workforce.
- To help educate the next generation, the company supports donations and discounts of Keysight solutions to universities and Keysight employees help universities with grant writing, guest lectures, professor visits, technical hands-on training, career talks, and partnerships.
- Through the employee Giving Program, employees together donate annually to a myriad of charitable organizations which support various UN SDGs. In North America, employees have a choice of hundreds of charitable organizations to donate directly to and receive a matching Keysight donation (up to a targeted threshold). North America employees are also permitted four hours a month of management-approved paid time off for volunteerism.

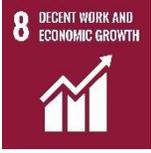
## Our Solutions

Keysight helps build a better planet through our sustainably developed electronic measurement solutions that accelerate innovations to change lives, secure the world and connect people across the globe.

- Keysight empowers the clean tech revolution by providing solutions for automotive, energy, network, communications, and Internet of Things (IoT) companies to design, test, manufacture, and monitor next-generation environmentally sustainable product and service offerings.
- Keysight supports social impact and wellness by providing solutions that test and validate designs, simulate and measure real-world conditions, and monitor infrastructure developments. The company also provides equipment, software, and resources to prepare tomorrow's engineers for the next technological revolutions.
- 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.
- Keysight contributes to a Circular Economy by designing and producing solutions that support an extensive use phase, of up to 40 years active service and supported by our calibration, repair, and remarketing services.

# Appendix – UN SDGs supported by Keysight CSR efforts

Here are examples of where efforts in our six foundational pillars provide generalized support to various UN SDGs.

|  | Ethical Governance                  | The Environment                     | Responsible Sourcing                | Our People                          | Communities                         | Our Solutions                       |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
|  <p>1 NO POVERTY</p>                                |                                     |                                     |                                     |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  <p>2 ZERO HUNGER</p>                               |                                     |                                     |                                     |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  <p>3 GOOD HEALTH AND WELL-BEING</p>                |                                     |                                     |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  <p>4 QUALITY EDUCATION</p>                        |                                     |                                     |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  <p>5 GENDER EQUALITY</p>                         | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  <p>6 CLEAN WATER AND SANITATION</p>              | <input checked="" type="checkbox"/> |
|  <p>7 AFFORDABLE AND CLEAN ENERGY</p>             |                                     | <input checked="" type="checkbox"/> |
|  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>         | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> | <input checked="" type="checkbox"/> |

|   | Ethical Governance                  | The Environment                     | Responsible Sourcing                | Our People                          | Communities                         | Our Solutions                       |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
|    | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|    | <input checked="" type="checkbox"/> |
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|   |                                     | <input checked="" type="checkbox"/> |                                     |                                     | <input checked="" type="checkbox"/> |                                     |
|  |                                     | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  | <input checked="" type="checkbox"/> |                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
|  | <input checked="" type="checkbox"/> |

# Additional Resources

- [Keysight CSR Report](#)
- [Keysight CSR Data Report](#)
- [Keysight CSR Web Site](#)
- [Keysight CSR Resources Hub](#)
- [Keysight News, Awards, and Recognitions](#)
- [Keysight Key Topics Briefs \(climate, diversity, circular economy, etc.\)](#)

Keysight enables innovators to push the boundaries of engineering by quickly solving design, emulation, and test challenges to create the best product experiences. Start your innovation journey at [www.keysight.com](http://www.keysight.com).



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