2021 Global Reporting Initiative (GRI) Standards Data Report

Published in May 2022, this data report has been prepared in accordance with the GRI Standards: Core option and is related to Keysight's sustainability performance in fiscal year 2021 for the period of November 1, 2020 through October 31, 2021. It includes all company operations worldwide, unless otherwise noted. See the Keysight 2021 Corporate Social Responsibility (CSR) Report and CSR Web site for more information on our related programs.

Please note that all references in this document to materiality, 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 10-K or 10-Q.

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GRI 101: Foundation 2016

Foundation

GRI 101: Foundation 2016

GRI 101: Foundation 2016 / Foundation / GRI 101: Foundation 2016

GRI 101

☑	This report reflects GRI 101: Foundation 2016.
	Published in May 2022, this data has been prepared in accordance with the GRI Standards: Core option and is related to Keysight's sustainability performance in fiscal year 2021 for the period of November 1, 2020 through October 31, 2021.

General Disclosures

Organizational Profile

Name of the Organization GRI 102-1

General Disclosures / Organizational Profile / Name of the Organization GRI 102-1

Name of the organization.

Keysight Technologies, Inc.

Activities, Brands, Products, and Services GRI 102-2

General Disclosures / Organizational Profile / Activities, Brands, Products, and Services GRI 102-2

Activities, brands, products, and services.

Primary brands, products, and services:
Keysight is at the heart of the digital revolution, delivering breakthrough solutions and trusted insight in electronic design, test, manufacture, and optimization. We help customers accelerate the innovations that connect and secure the world across the communications ecosystem, aerospace and defense, automotive, energy, semiconductor, and general electronics end markets. See additional supporting information for a full list of Keysight products and services.

References:

[About Keysight](#)

[Keysight Products and Services Listing](#)

[Keysight Solutions Listing](#)

[Keysight Industries Listing](#)

Location of Headquarters GRI 102-3

General Disclosures / Organizational Profile / Location of Headquarters GRI 102-3

Location of the organization's headquarters.

Keysight Technologies, Inc. 1400 Fountaingrove Parkway Santa Rosa, CA 95403-1738 United States

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Location of Operations GRI 102-4

General Disclosures / Organizational Profile / Location of Operations GRI 102-4

Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the topics covered in the report.

| Number of Countries: | 100 | Keysight conducts business in more than 100 countries with physical locations in approximately 30 countries. In regards to Keysight's greenhouse gas inventory, the company reports on sites within our operational control in the following countries: Brazil, Canada, Mexico, United States, Belgium, Finland, France, Germany, Israel, Italy, Romania, Spain, United Kingdom, China, Taiwan, India, Australia, Japan, Malaysia, Singapore, and Thailand. |

References:

📄 About Keysight

📄 You Dream. We Test. Brochure

📄 Keysight Technologies at a Glance

Ownership and Legal Form GRI 102-5

General Disclosures / Organizational Profile / Ownership and Legal Form GRI 102-5
Nature of ownership and legal form.

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

References:

📄 [All Keysight Annual Reports and Proxy Statements](#)

📄 [About Keysight](#)

Markets Served GRI 102-6

General Disclosures / Organizational Profile / Markets Served GRI 102-6

Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).

Markets Served	Geographic Breakdown	Sectors Served	Types of Customers and Beneficiaries
• Aerospace/ Defense • Automotive and Energy • Communications • Education • Enterprise • Financial and Capital Markets • Government • Industrial and Utilities • Semiconductor • Service Providers • Healthcare	Asia Pacific, Americas, Europe, Africa	Electronic Measurement Solutions & Services	Keysight is at the heart of the digital revolution, delivering breakthrough solutions and trusted insight in electronic design, test, manufacture, and optimization. We help customers accelerate the innovations that connect and secure the world across the communications ecosystem, aerospace and defense, automotive, energy, semiconductor, and general electronics end markets. See our external website for details on markets, customers and beneficiaries served in the references listed below.

References:

Keysight_Solutions_Listing

Keysight_Industries_Listing

2021 Annual Report (10K)

Scale of the Organization GRI 102-7

General Disclosures / Organizational Profile / Scale of the Organization GRI 102-7

Scale of reporting organization:

Total number of employees	14,312
Total number of operations	140
Net sales (for private sector organizations) or net revenues (for public sector organizations): Currency: USD	4,941,000,000
Total capitalization	Debt: 1,791,000,000
	Equity: 3,784,000,000
Quantity of products or services provided	
Total assets	7,781,000,000
Beneficial ownership (including identity and percentage of ownership of largest shareholders)	To view ownership profile details, please refer to our Investor Relations section on our website.
Data Publicly Available: Yes	

References:

📄 All Keysight Annual Reports and Proxy Statements

📄 Keysight Investor Relations Web Site

Information on Employees and Other Workers GRI 102-8

General Disclosures / Organizational Profile / Information on Employees and Other Workers GRI 102-8

Information on employees and other workers.

% of operations included in data:	100	2021	2020	2019	2018
Employees - male:		10,429	10,028	9,740	9,442
Employees - female:		4,687	4,534	4,380	4,182
Total: Employees		15,116	14,562	14,120	13,624
Supervised workers - male:		0	0	0	0
Supervised workers - female:		0	0	0	0
Total: Supervised workers		0	0	0	0
Total workforce:		15,116	14,562	14,120	13,624
Number of permanent employees by employment type					
Full-time - male:		9,888	9,509	9,246	9,028
Full-time - female:		4,231	4,074	3,964	3,799
Total: Full-time		14,119	13,583	13,210	12,827
Part-time - male:		84	89	78	66
Part-time - female:		109	105	122	121
Total: Part-time		193	194	200	187
Number of employees by employment contract					
Indefinite or permanent contract - male:		9,972	9,598	9,324	9,094
Indefinite or permanent contract - female:		4,340	4,179	4,086	3,920
Total: Indefinite or permanent contract		14,312	13,777	13,410	13,014
Fixed-term or temporary contract - male:		411	383	377	348
Fixed-term or temporary contract - female:		277	286	247	262
Total: Fixed-term or temporary contract		688	669	624	610
Breakout of workforce by region					
Location (Male):	Americas	174	163	152	139
Location (Female):	Americas	44	38	34	32
Location (Male):	Asia	4,242	4,107	3,970	3,809
Location (Female):	Asia	2,600	2,578	2,461	2,324
Location (Male):	Europe	2,217	2,108	1,983	1,919
Location (Female):	Europe	719	694	668	636
Location (Male):	USA	3,796	3,650	3,635	3,575
Location (Female):	USA	1,324	1,224	1,217	1,190
Details on whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors: A substantial portion of the work is NOT performed by self-employed people or subcontractors.					

Significant variations in employment numbers				
Data publicly available: No				
We publicly disclose demographics by:				

Additional Comments

Extract of Keysight full population as of October 31, 2021. Please note that the provided employee headcount in this disclosure are not inclusive of personnel from acquired companies that were not yet fully integrated in fiscal year 2021, but does include employees with limited duration contracts or on leave of absence. As a result, the data presented here may not be consistent with other disclosure data that is time-stamped as of the end of fiscal year 2021.

Cross-referenced Data Requests SASB

Employee Representation - Gender (GRI Standards - Disclosure 102-8 <-> SASB - TC-HW-330a.1; TC-SI-330a.3) *
Total Employees (GRI Standards - Disclosure 102-8 <-> SASB - RT-EE-000.B) *

Supply Chain GRI 102-9

General Disclosures / Organizational Profile / Supply Chain GRI 102-9

Description of the organization's supply chain.

Keysight's supply chain organizations are chartered for delivering optimal value-added sourcing and procurement services that are:
• Legal, accountable and auditable
• Ethically, environmentally and socially responsible
• Economically effective
• Conform to ISO quality management system standard

Our global supplier base consists of approximately 10,000 suppliers from over 70 countries, which are the leading companies in various industries such as contract manufacturers, component and electronic parts, sheet metal, software and etc. These procurements and sourcing services enable Manufacturing and Order Fulfillment to have the right materials to deliver all Keysight products that are shipped to customers in more than 100 countries.

Additional Comments

References:

1. Legal, accountable and auditable refer to Keysight Standards of Business Conduct
2. Ethically, environmentally and socially responsible refer to Keysight Supplier Code of Conduct
3. Conform to ISO quality management system standard refer to Keysight Quality Policy

References:

📄 [Keysight Quality Policy](#)

📄 [Keysight Supplier Code of Conduct](#)

📄 [Keysight Standards of Business Conduct](#)

Significant Changes to the Organization and its Supply Chain GRI 102-10

General Disclosures / Organizational Profile / Significant Changes to the Organization and its Supply Chain GRI 102-10
Significant changes during the reporting period to the organization's size, structure, ownership, or its supply chain.

There were no significant changes to the company's size, share capital structure, ownership, or supply chain in this reporting period.

Precautionary Principle or Approach GRI 102-11

General Disclosures / Organizational Profile / Precautionary Principle or Approach GRI 102-11

Whether and how the organization applies the Precautionary Principle or approach.

This is not applicable to Keysight product, solutions, software, or services.

External Initiatives GRI 102-12

General Disclosures / Organizational Profile / External Initiatives GRI 102-12

List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.

Principles Endorsed	Date adopted	Type
1987 Montreal Protocol on Substances that Deplete the Ozone Layer and adjusted by Meetings of the Parties in 1990, 1992, 1995, and 1997; Ozone Secretariat, United Nations Environmental Program		Compliance Obligatory
California Supply Chain Transparency Act of 2010		Compliance Obligatory
Customs - Trade Partnership Against Terrorism - USA		Compliance Obligatory
Dodd-Frank Wall Street Reform and Consumer Protection Act		Compliance Obligatory
AEO Status - China, Germany, India, Netherlands, & Malaysia Factory		Compliance Obligatory
EU Waste Electrical and Electronic Equipment (WEEE) Directive 2005		Compliance Obligatory
Global Reporting Initiative		Nonbinding/Voluntary
ISO 14001:2015—International standard for environmental management systems		Nonbinding/Voluntary
ISO 26000:2010—Standard that provides guidance on social responsibility		Nonbinding/Voluntary
ISO 9000:2015—Quality Management Systems—Fundamentals and Vocabulary		Nonbinding/Voluntary
ISO 9001:2015—Quality Management Systems—Requirements ISO 9000:2005		Nonbinding/Voluntary
ISO 45001:2018—OSHAS Standard for Occupational Health and Safety Management System		Nonbinding/Voluntary
Responsible Business Alliance (RBA)		Nonbinding/Voluntary
United Nations Guiding Principles on Business and Human Rights		Nonbinding/Voluntary
U.S. Foreign Corrupt Practices Act and similar anticorruption laws enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.		Compliance Obligatory
UK Bribery Act 2010		Compliance Obligatory
US Equal Opportunity laws and accompanying regulations		Compliance Obligatory
Conventions of the International Labour Organization (ILO)		Compliance Obligatory
EU General Data Protection Regulation and similar privacy / data protection regulations		Compliance Obligatory
ISO/IEC 27001:2013—Information Security Management		Nonbinding/Voluntary
UK Modern Slavery Act 2015		Compliance Obligatory
Data publicly available: No		

Additional Comments

Many of Keysight's policies and practices used in the operation of our business are consistent with internationally accepted charters and principles. Some of the guidelines, charters and principles that were considered by Keysight in developing our policies, position statements, and reporting structures are listed above.

Membership of Associations GRI 102-13

General Disclosures / Organizational Profile / Membership of Associations GRI 102-13

Memberships of industry or other associations, and national or international advocacy organizations.

Memberships
Various Business memberships such as: Information Technology Industry Council, University of Maryland Center for Advanced LifeCycle Engineering, Dangerous Goods Advocacy Council, Global Business Travel Association, Association of Chartered Certified Accountants
International Electronics Manufacturing Initiative, National Association of Software and Services Companies, American National Standards Institute, Canadian Standard Association, International Telecommunications Standards Body, Institute of Electrical and Electronic Engineers, German Electrical and Electronic Manufacturers Association, Japan Electric Measuring Instruments Manufacturers Association, LXI Consortium, Business for Social Responsibility (BSR), Responsible Business Alliance (RBA)
Various Technology memberships such as: HDP User Group International, HDMI Forum, Advanced Research in Electronics Assembly Consortium, Mobile Industry Processor Interface (MIPI) Alliance, Peripheral Component Interconnect Special Interest Group (PCI-SIG), Serial ATA International Organization (SATA-IO), AXIe Consortium, CAN in Automation (CiA), PXI Systems Alliance, The International Society of Automation (ISA), Ethernet Alliance, 5G Automotive Association EV, Institute of Electronics, Information and Communication Engineers (IECE)
Various regional and International Community memberships such as: Society of Women Engineers International, American Association of University Women
Various regional Chamber of Commerce memberships, such as: European Union Committee of the American Chamber of Commerce, Hispanic Chamber of Commerce, Santa Rosa Metro Chamber, North Bay Leadership Council

Additional Comments

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

Strategy

Statement From Senior Decision-maker GRI 102-14

General Disclosures / Strategy / Statement From Senior Decision-maker GRI 102-14

Statement from the most senior decision-maker at Keysight Technologies about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.

See the "Letter from Our CEO" in Keysight's Annual CSR Report.

References:

📄 [2021 Keysight Corporate Social Responsibility Report](#)

Cross-referenced Data Requests TCFD

Strategy B - Business, Strategy and Financial Planning (GRI Standards - Disclosure 102-14 <-> TCFD - Strategy B) *

Ethics and Integrity

Values, Principles, Standards, And Norms Of Behavior GRI 102-16

General Disclosures / Ethics and Integrity / Values, Principles, Standards, And Norms Of Behavior GRI 102-16

A description of the organization's values, principles, standards, and norms of behavior.

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 our 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. Keysight's Standards of Business Conduct set forth the company's expectations for all employees regarding ethical business practices and legal compliance. All Keysight employees participate annually in mandatory training in, or certification to, Keysight's Standards of Business Conduct. All sales professionals are required to take additional sales compliance training annually, covering such topics as anticorruption/anti-bribery, antitrust and export controls. All procurement professionals are requested to take additional online training on environmental, health and safety risks, as well as social responsibility, which covers human rights. For additional information on Keysight's commitment to the highest standard of corporate governance, business conduct, and ethics, please see Keysight's Corporate Governance Guidelines, Director Code of Ethics, Standards of Business Conduct, Amended and Restated Bylaws, Related Person Transaction Policy, Human Rights and Labor Policy, Environmental Policy, Environmental and Social Responsibility Expectations for Suppliers, Statement on Conflict Minerals and the charters of our Audit and Finance Committee, Compensation Committee, Executive Committee, and Nominating and Corporate Governance Committee.

References:

- Keysight Director Code of Ethics
- Keysight Amended and Restated Bylaws
- Keysight Related Person Transaction Policy
- Keysight Audit and Finance Committee Charter
- Keysight Compensation Committee Charter
- Keysight Executive Committee Charter
- Keysight Nominating and Corporate Governance Committee Charter
- Keysight Environmental and Social Responsibility Expectations for Suppliers
- Keysight Standards of Business Conduct
- Conflict Minerals Statement
- Keysight Leadership Model (KLM)
- Keysight Human Rights & Labor Policy
- Keysight Corporate Governance Guidelines

Governance

Governance Structure GRI 102-18

General Disclosures / Governance / Governance Structure GRI 102-18

Governance structure of the organization, including committees of the highest governance body and committees responsible for the decision-making on economic, environmental, and social topics.

Committee Function	Name of Committee	Formal Board Responsibility?	Number of Executive Directors	Number of Non-Executive Directors (NEDs)	Number of connected NEDs	Committee chairperson is independent
☑ Audit/Accounting	Audit and Finance Committee	☑		4		⦿ Yes ◯ No
☑ Remuneration/ Compensation	Compensation and Human Capital Committee	☑		4		⦿ Yes ◯ No
☑ Nomination	Nominating & Corporate Governance Committee	☑		9		⦿ Yes ◯ No
☐ Worldwide Labor Policies and Practices		☐				
☐ Human Rights Issues		☐				
☐ Diversity and Employment Equity		☐				
☐ Supply Chain Social Responsibility		☐				
☐ Corp. Social Responsibility, Corp. Citizenship, Sustainable Development		☐				
☐ Health and Safety		☐				
☐ Environmental Issues		☐				
☐ Risk Management		☐				
☐ Ethics Issues		☐				
☐ Political Involvement		☐				
☐ Customer Service and Quality		☐				
☐ Community and Public Relations		☐				
☐ Charitable Giving		☐				
Other Executive Committee	Executive Committee	☑	1	1		
Is the company's governance structure data publicly available? Yes Link to disclosure:http://investor.keysight....						

Additional Comments

Keysight Technologies is led by a chief executive officer 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 chief executive officer in accordance with the company's bylaws and other applicable policies. Information on Keysight's governance structure can be found on the company's Investor Relations website.

References:

📄 [2022 Proxy Statement (14A)](#)

📄 [Keysight Investor Relations Web Site](#)

Cross-referenced Data Requests TCFD

Governance A - Board Oversight (GRI Standards - Disclosure 102-18 <-> TCFD - Governance A) *
Governance B - Role of Management (GRI Standards - Disclosure 102-18 <-> TCFD - Governance B) *

Stakeholder Engagement

List of Stakeholder Groups GRI 102-40

General Disclosures / Stakeholder Engagement / List of Stakeholder Groups GRI 102-40
List of stakeholder groups engaged by the organization.

Keysight's key stakeholders include customers, employees, and shareholders. Additional stakeholders include multiple partner organizations such as suppliers, local communities, market/technology/industry influencers, etc.

Collective Bargaining Agreements GRI 102-41

General Disclosures / Stakeholder Engagement / Collective Bargaining Agreements GRI 102-41

Percentage of total employees covered by collective bargaining agreements

	2021	2020	2019	2018
Percentage of total employees covered by collective bargaining agreements:	12.59%	5.07%	5.18%	5.2%

Additional Comments

Keysight meets all applicable laws, regulations, and standards where we do business. The following countries are covered by collective bargaining agreements: Brazil, Korea, Japan, Italy, France, Austria, Finland, Sweden, Spain, and Belgium.

Identifying and Selecting Stakeholders GRI 102-42

General Disclosures / Stakeholder Engagement / Identifying and Selecting Stakeholders GRI 102-42

Basis for identification and selection of stakeholders with whom to engage.

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. The company's key stakeholders include customers, employees, and shareholders. Additional stakeholders include multiple partner organizations such as suppliers, local communities, market/technology/industry influencers, etc.

Approach to Stakeholder Engagement GRI 102-43

General Disclosures / Stakeholder Engagement / Approach to Stakeholder Engagement GRI 102-43

Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

Stakeholder Type / Stakeholder Group	Frequency of engagement	Approach	Portion of engagement undertaken as part of the report preparation process
Keysight Customer Satisfaction Survey	After a recent transaction	Customer satisfaction on recent transactions with one of four touch points: Business Center, Contact Center, Sales, and Service Customers receive email invitations with a link to the survey for to gauge their satisfaction with recent transactions.	Data reviewed and referenced as required by specific disclosure requests.
Customers	Regularly	Engage as required to support customer requirements.	Included in CSR materiality assessment used as basis for material CSR reporting elements.
Employee	Periodically	Keysight regularly utilizes survey platforms to engage employee base in gauging sentiment and new innovation ideas related to specific top-of-mind topics.	
Employee	On regular intervals	Regular performance reviews and discussions with immediate supervisors. All employees have regular reviews with their immediate supervisor.	
Employee	Quarterly and as needed	Employee sessions are to share business updates and country-specific information, as well as to answer employee questions. At locations around the world, quarterly sessions are conducted to provide updates on Keysight's business, country-specific updates, and to engage employee in Q&A sessions.	Data reviewed and referenced as required by specific disclosure requests.
Suppliers	Regularly	Keysight compliance requirements are communicated through e-mail to all newly added suppliers. In addition, Keysight regularly audits and trains suppliers on expectations for supply chain sustainability and environmental health and safety.	Data reviewed and referenced as required by specific disclosure requests.
Shareholders	Quarterly earning conference calls	Scheduled conference calls to discuss Keysight performance.	Included in CSR materiality assessment used as basis for material CSR reporting elements.
Shareholders	Annual shareholder meeting	The stockholder meeting is open to all shareholders and provides an opportunity to vote on proposals.	Included in CSR materiality assessment used as basis for material CSR reporting elements.
Shareholders	Investors conferences	Keysight shares updates and insights with investors.	Included in CSR materiality assessment used as basis for material CSR reporting elements.
☐ No stakeholder engagement approach			

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

Key Topics and Concerns Raised GRI 102-44

General Disclosures / Stakeholder Engagement / Key Topics and Concerns Raised GRI 102-44
Key topics and concerns that have been raised through stakeholder engagement.

Stakeholder Group	Key Topics/Concerns	Response
Customers	Product quality, product end-of-life /takeback, packaging and waste, supply chain accountability and human rights, conflict minerals	This information is used as input for new solutions and customer response.
Employees	Pay, benefits, physical and mental health and safety, corporate transparency and integrity, workplace experience and employee talent, community engagement, and diversity, equity, and inclusion	This information is used as input for Keysight's corporate social responsibility strategy, program development, and pay and benefits annual reviews.
Shareholders	Growth and returns, ethics and governance, environmental sustainability, supply chain human rights, product innovation, cybersecurity, human capital management, workforce development, and diversity, equity, and inclusion	This information is used as input for Keysight's business strategies.
Suppliers	Supplier policies, payment terms, ethics and governance, human rights and labor, and supplier diversity	This information is used as input for Keysight's strategies and policies related to supplier engagement.
Data not publicly available.		

Additional Comments

The results of the stakeholder engagements are used to determine which topics and aspects Keysight deems material in the corporate social responsibility (CSR) space. Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refers to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 2021 Keysight Corporate Social Responsibility Report

Reporting Practice

Entities Included in the Consolidated Financial Statements GRI 102-45

General Disclosures / Reporting Practice / Entities Included in the Consolidated Financial Statements GRI 102-45

Entities included in the consolidated financial statements.

Entities	Report Coverage
(1) Communications Solutions Group (2) Electronic Industrial Solutions Group	Covered in report

Additional Comments

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

References:

📄 All Keysight Annual Reports and Proxy Statements

Defining Report Content and Topic Boundaries GRI 102-46

General Disclosures / Reporting Practice / Defining Report Content and Topic Boundaries GRI 102-46

Details on report content and topic boundaries.

Keysight's Corporate Social Responsibility (CSR) Report is developed based on the tenets of company's CSR vision to build a better planet by accelerating innovation to connect and secure the world and employing a global business framework of ethical, environmentally sustainable and socially responsible operations. In support of this vision, and based on input from internal and external stakeholders, as well as industry consultants, Keysight has defined in this report the company's CSR material topics and boundaries. While stakeholder engagement is ongoing, a formal CSR materiality analysis was last completed in our fiscal year 2020. Identified CSR material topics are aligned with the Global Reporting Initiative (GRI) Standards reporting guidelines topic boundaries as part of this report. In addition to targeted disclosure reporting, our Annual CSR Report includes narrative content to provide context and strategy background to which disclosures and data are aligned, including detail on our materiality assessment process.

Additional Comments

For more information on Keysight's CSR foundational pillars, supporting programs, related policies and recent news and accolades, please see our Annual CSR Report. Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

Keysight CSR Web Site

2021 Keysight Corporate Social Responsibility Report

List of Material Topics GRI 102-47

General Disclosures / Reporting Practice / List of Material Topics GRI 102-47

A list of the material topics identified in the process for defining report content.

Material topics
Economic topics
Economic Performance
Market Presence
Indirect Economic Impacts
Procurement Practices
Anti-corruption
Anti-competitive Behavior
Environmental topics
Materials
Energy
Water
Biodiversity
Emissions
Effluents and Waste
Environmental Compliance
Supplier Environmental Assessment
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
Human Rights Assessment
Local Communities
Supplier Social Assessment
Customer Health and Safety
Marketing and Labeling
Customer Privacy
Socioeconomic Compliance

Additional Comments

Keysight has identified these GRI material topics based on alignment with the company's material CSR aspects. The company has determined that many GRI material topics relate in some way to the company's material CSR aspects. However, Keysight does not disclose details of CSR materiality beyond the material aspects, process of CSR materiality assessment, and mapping CSR material topics to our foundational CSR pillars. Please see the "Material CSR Aspects" identified in our Annual CSR Report for more information. Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q. Keysight does not disclose details of CSR materiality beyond the material topics and boundaries.

References:

📄 2021 Keysight Corporate Social Responsibility Report

Restatements of Information GRI 102-48

General Disclosures / Reporting Practice / Restatements of Information GRI 102-48

Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.

Energy

In 2021, Keysight announced our target to achieve net zero emissions in company operations by end fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall energy footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration.

Additionally, as part of the company's new operational control boundary, we have adjusted our reporting practices, in line with our greenhouse gas (GHG) Inventory Management Plan, at owned sites where a percentage of the site is leased to a third party. Where electricity and/or natural gas is shared by Keysight and tenant, we are reporting our energy per the pro-rata share defined by the lease agreement. This impacts energy data for five Keysight-owned sites, including in Penang, Malaysia; Beijing, China; Chengdu, China; Chungli, Taiwan; Hachioji, Japan.

Emissions

In 2021, Keysight announced our target to achieve net zero emissions in company operations by end fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration.

Additionally, as part of the company's new operational control boundary, we have adjusted our reporting practices, in line with our GHG Inventory Management Plan, at owned sites where a percentage of the site is leased to a third party. Where electricity and/or natural gas is shared by Keysight and tenant, we are reporting our emissions per the pro-rata share defined by the lease agreement. This impacts emissions data for five Keysight-owned sites, including in Penang, Malaysia; Beijing, China; Chengdu, China; Chungli, Taiwan; Hachioji, Japan.

Water and Effluents

In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water withdrawal, discharge, and consumption. As such, data from fiscal year 2019 to date have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration.

Additionally, as part of the company's new operational control boundary, we have adjusted our reporting practices, in line with our GHG Inventory Management Plan, at owned sites where a percentage of the site is leased to a third party. Where water is shared by Keysight and tenant, we are reporting our water usage per the pro-rata share defined by the lease agreement. This impacts water data for five Keysight-owned sites, including in Penang, Malaysia; Beijing, China; Chengdu, China; Chungli, Taiwan; Hachioji, Japan.

Changes in Reporting GRI 102-49

General Disclosures / Reporting Practice / Changes in Reporting GRI 102-49

Significant changes from previous reporting periods in the list of material topics and topic Boundaries.

There have been no significant change from the previous reporting period in the list of material topics and topic boundaries.

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q. Keysight does not disclose details of CSR materiality beyond the material topics and boundaries.

References:

📄 2021 Keysight Corporate Social Responsibility Report

Reporting Period GRI 102-50

General Disclosures / Reporting Practice / Reporting Period GRI 102-50

Reporting period for information provided.

Start Date:	1 November 2020
End Date:	31 October 2021
We are providing emissions data for past reporting years:	Yes

Additional Comments

This reporting period aligns with Keysight's fiscal year November 1, 2020 through October 31, 2021. Data from previous fiscal years is provided when requested and available.

Date of Most Recent Report GRI 102-51

General Disclosures / Reporting Practice / Date of Most Recent Report GRI 102-51

Date of most recent previous report.

The most recent previous report is the Keysight 2020 Annual Corporate Social Responsibility Report which is based on data from Keysight's fiscal year November 1, 2019 through October 31, 2020. Data from previous fiscal years was provided when requested and available.

References:

2020 Corporate Social Responsibility Report

Reporting Cycle GRI 102-52

General Disclosures / Reporting Practice / Reporting Cycle GRI 102-52
Reporting cycle (such as annual, biennial).

Keysight publishes its Corporate Social Responsibility Report annually based on previous fiscal year's data.

Contact Point for Questions Regarding the Report GRI 102-53

General Disclosures / Reporting Practice / Contact Point for Questions Regarding the Report GRI 102-53

Contact point for questions regarding the report or its contents.

Name:	Michele Robinson-Pontbriand
Title:	Director Corporate Social Responsibility
Mailing Address:	Keysight Technologies, Inc. Attn: Michele Robinson-Pontbriand 1902 Garden of the Gods Rd, Colorado Springs, CO 80907-3417, USA
Phone:	(719) 590-2325
Email:	Corporate.Social-Responsibility@keysight.com

Claims of Reporting in Accordance with the GRI Standards GRI 102-54

General Disclosures / Reporting Practice / Claims of Reporting in Accordance with the GRI Standards GRI 102-54

The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.

Claim made by the organization, if it has prepared a report in accordance with the GRI Standards:

Core option

Additional Comments

This report has been prepared in accordance with the GRI Standards: Core option

GRI Content Index GRI 102-55

General Disclosures / Reporting Practice / GRI Content Index GRI 102-55

The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.

Keysight's GRI Index is included in our Annual CSR Report.

📄 [2021 Keysight Corporate Social Responsibility Report](#)

External Assurance GRI 102-56

General Disclosures / Reporting Practice / External Assurance GRI 102-56

A description of the organization's policy and current practice with regard to seeking external assurance for the report.

Organization's policy and current practice with regard to seeking external assurance for the report:

Part of Keysight's CSR Report (e.g., environmental sustainability data) is assured or audited independently by Apex Companies LLC. 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.

Details on the external assurance of the report:

Apex Companies, LLC was engaged to conduct an independent verification of the GHG emissions (Scope 1 and Scope 2 location-based and market-based) reported by Keysight for the fiscal year 2019, fiscal year 2020, and fiscal year 2021. This verification declaration applies to the related information included within the scope of work in the attached reference.

GHG Verification Statement FY19, FY20 and FY21

References:

GHG Verification Statement FY19, FY20 and FY21

Management Approach

Management Approach

Explanation of the Material Topic and its Boundary GRI 103-1

Management Approach / Management Approach / Explanation of the Material Topic and its Boundary GRI 103-1

Explanation of the material topic and its Boundary.

Material topics	Explanation of why the topics are material	The Boundary for the material topics	Any specific limitation regarding the topic Boundary
Economic topics Economic Performance Market Presence Indirect Economic Impacts Procurement Practices Anti-corruption Anti-competitive Behavior			
Environmental topics Materials Energy Water Biodiversity Emissions Effluents and Waste Environmental Compliance Supplier Environmental Assessment			
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 Human Rights Assessment Local Communities Supplier Social Assessment Customer Health and Safety Marketing and Labeling Customer Privacy Socioeconomic Compliance			

Additional Comments

Keysight has identified these GRI material topics based on alignment with the company's material CSR aspects. The company has determined that many GRI material topics relate in some way to the company's material CSR aspects. However, Keysight does not disclose details of CSR materiality beyond the material aspects, process of CSR materiality assessment, and mapping CSR material topics to related programs and foundational CSR pillars.

Please see the "Material CSR Aspects" identified in our Annual CSR Report for more information. Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q. Keysight does not disclose details of CSR materiality beyond the material topics and boundaries.

References:

📄 [2021 Keysight Corporate Social Responsibility Report](#)

The Management Approach and its Components GRI 103-2

Management Approach / Management Approach / The Management Approach and its Components GRI 103-2

The management approach and its components.

Material topics	An explanation of how the organization manages the topics	A statement of the purpose of the management approach	A description of the components included in the management approach
Economic topics Economic Performance Market Presence Indirect Economic Impacts Procurement Practices Anti-corruption Anti-competitive Behavior			
Environmental topics Materials Energy Water Biodiversity Emissions Effluents and Waste Environmental Compliance Supplier Environmental Assessment			
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 Human Rights Assessment Local Communities Supplier Social Assessment Customer Health and Safety Marketing and Labeling Customer Privacy Socioeconomic Compliance			

Additional Comments

Please see individual management approach sections for details on each material topic. The Keysight Corporate Social Responsibility (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.

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight CSR Management System

Evaluation of the Management Approach GRI 103-3

Management Approach / Management Approach / Evaluation of the Management Approach GRI 103-3

Evaluation of the management approach.

Material topics	An explanation of how the organization evaluates the management approach for the selected material topics
Economic topics Economic Performance Market Presence Indirect Economic Impacts Procurement Practices Anti-corruption Anti-competitive Behavior	
Environmental topics Materials Energy Water Biodiversity Emissions Effluents and Waste Environmental Compliance Supplier Environmental Assessment	
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 Human Rights Assessment Local Communities Supplier Social Assessment Customer Health and Safety Marketing and Labeling Customer Privacy Socioeconomic Compliance	

Additional Comments

The Keysight Corporate Social Responsibility (CSR) Management System document provides a high level overview of our 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. Please see individual management approach sections for details on each material topic.

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight CSR Management System

Economic

Economic Performance

Management Approach: Economic Performance GRI 103-1, 103-2, 103-3

Economic / Economic Performance / Management Approach: Economic Performance GRI 103-1, 103-2, 103-3

Explanation of Economic Performance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	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 "Ethical Business Practices" and "Business Resilience" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight CSR Management System

Cross-referenced Data Requests
TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Metrics and Targets A) *
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management B) *
Governance A - Board Oversight (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Governance A) *
Governance B - Role of Management (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Governance B) *
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management C) *
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management A) *
Strategy B - Business, Strategy and Financial Planning (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Strategy B) *

Direct Economic Value Generated And Distributed GRI 201-1

Economic / Economic Performance / Direct Economic Value Generated And Distributed GRI 201-1

Direct economic value generated and distributed

Currency: USD							
[report in millions]	Value generated	Value distributed					Value retained
Country, region, or market level	Revenues	Operating costs	Wages & benefits	Payments to providers of capital	Payments to governments	Community investments	(generated less distributed)
Enterprise	4,941	3,852		79	116		894

Reason for Omission:
Confidentiality Constraints
Describe the specific confidentiality constraints.
Keysight reports revenue, operating expenses ,and interest payments on debt and 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 include material costs, product components, property rental etc, and also includes wages and benefits, and non-operating costs . Operating expenses are reported separately as "operating expenses" 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 & benefits, payments to providers of capital, payments to governments (except income tax payments), community investments, and the operating costs net of these categories of spending.

Additional Comments

Keysight reports revenue, operating expenses , interest payments on debt and 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 include material costs, product components, property rental etc, and also include wages and benefits, and non-operating costs . Operating expenses are reported separately as "operating expenses" 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 & benefits, payments to governments (except income tax payments), community investments, and the operating costs net of these categories of spending.

References:

📄 All Keysight Annual Reports and Proxy Statements

Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Economic / Economic Performance / Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Financial implications and other risks and opportunities due to climate change

Type	Category	Description	Impact Description	Financial Implications	Methods Used to Manage Risk	Costs of Actions
Opportunity	Other: Provide solutions to empower clean technologies	Keysight empowers clean technologies 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. However, we do not publicly report results specific to this business segment.				
Risk	Physical	Volatile changes in weather conditions and effects of climate change increase the risk of disasters created by extreme conditions.	Keysight and our customers and suppliers are vulnerable to the increasing impact of climate change. Volatile changes in weather conditions, including extreme heat or cold, could increase the risk of wildfires, floods, blizzards, hurricanes and other weather-related disasters. Disasters created by extreme conditions could cause significant damage to or destruction of our facilities resulting in temporary or long-term closures of our facilities and operations and significant expense for repair or replacement of damaged or destroyed facilities. Such disasters could also result in loss or damage to employee homes, employees relocating to other parts of the country or being unwilling to relocate to the strategic locations, housing shortages and loss of or inability to recruit key employees. The insurance market has been affected by climate change as evidenced by increased cost of premiums in order to maintain coverage. As overall market rates increase it does affect coverage options and capability. While Keysight has not been negatively impacted by hurricanes, typhoons or cyclones, we have seen impact from wildfire events especially at our Santa Rosa, CA headquarter location. Although Keysight insures for catastrophic losses, liability and property insurance premiums increased 32% from FY20 to FY21, 19% from FY19 to FY20, and 15% from FY18 to FY19. This was driven by increases in all major lines of coverage with the largest increases in FY21 from property and umbrella/excess liability. The insurance market hardened as a result of the catastrophic insurance losses related to hurricane, flood and fire. We are anticipating further increases this year in all lines of coverage.	A climate-change related disaster could adversely impact the available workforce, cause damage to or destruction of inventory, result in an inability to manufacture and deliver solutions, cancellation of orders, breaches of customer contracts, increased capital expenditures and significant increase in insurance premiums. These consequences could lead to reduced revenue and profitability.	Information about Keysight's strategies for minimizing risks associated with climate-change related natural disasters can be found in Keysight's Response to Climate Change and Crisis Management briefs in the references listed below.	Keysight does not publicly report results specific to climate change risks or opportunities.
Opportunity	Other: Achieve net zero emissions by fiscal 2040	In May 2021, Keysight disclosed its commitment to achieving net zero Scope 1 and Scope 2 emissions by the end of fiscal year 2040. The company plans to meet this commitment by reducing energy consumption through efficiency and conservation measures, investments in renewable energy and selective purchase of certified offsets for residual emissions. The company also committed in September 2021 to developing approved science-based targets in line with limiting global warming to 1.5 degrees Celsius above pre-industrial levels. In addition to Scope 1 and Scope 2 emissions defined by our net zero goal, the company will develop Scope 3 targets across relevant categories as part of our commitment to science-based targets.				
Data publicly available. Link to disclosure: https://www.keysight.com/...						

References:

📄 [All Keysight Annual Reports and Proxy Statements](#)

📄 [Keysight CSR - Our Solutions](#)

📄 [Keysight's Response to Climate Change](#)

📄 [Crisis Management: Keysight's Business Continuity and Response to Crisis Events](#)

Cross-referenced Data Requests TCFD

Governance A - Board Oversight (GRI Standards - Disclosure 201-2 <-> TCFD - Governance A) *
Strategy A - Short, Medium, and Long Term Climate Risks (GRI Standards - Disclosure 201-2 <-> TCFD - Strategy A) *
Metrics and Targets B - Scope 1 & 2 GHG Emissions (GRI Standards - Disclosure 201-2 <-> TCFD - Metrics and Targets B - Scope 1 & 2) *
Metrics and Targets B - Scope 3 GHG Emissions (GRI Standards - Disclosure 201-2 <-> TCFD - Metrics and Targets B - Scope 3) *
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Disclosure 201-2 <-> TCFD - Risk Management A) *
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Disclosure 201-2 <-> TCFD - Risk Management B) *
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Disclosure 201-2 <-> TCFD - Risk Management C) *
Governance B - Role of Management (GRI Standards - Disclosure 201-2 <-> TCFD - Governance B) *
Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 201-2 <-> TCFD - Metrics and Targets A) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 201-2 <-> TCFD - Metrics and Targets C) *
Strategy B - Business, Strategy and Financial Planning (GRI Standards - Disclosure 201-2 <-> TCFD - Strategy B) *

Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Economic / Economic Performance / Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Defined benefit plan obligations and other retirement plans

Retirement plans offered to employees are based on:	Defined benefit plans Please specify:Keysight offers defined benefit and/or defined contribution plans which vary by country. Defined contribution plans Other types of retirement benefits
Separate fund exists to pay the plan's pension liabilities	No
Estimated value of liabilities in your reporting currency	
Fund set up to pay the plan's pension liabilities is:	
Percentage of salary contributed by employee or employer	
Type and level of participation in retirement plans	Participation in regional or country-based schemes.

Additional Comments

Please refer to Keysight's 2021 Annual Report - Retirement Plans and Post-Retirement Benefit Plans section starting on page 92.

References: .

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Financial Assistance Received From Government GRI 201-4

Economic / Economic Performance / Financial Assistance Received From Government GRI 201-4

Financial assistance received from government

Reporting Currency:	USD	2021	2020	2019	2018
Tax relief/credits (Country)					
Foreign Tax Relief		70,000,000	53,000,000	47,000,000	567,000,000
Total tax relief/credits:		70,000,000	53,000,000	47,000,000	567,000,000
Subsidies (Country)					
Total subsidies:					
Investment grants, research and development grants, and other relevant types of grants (Country)					
Total investment grants, research and development grants, and other relevant types of grants:					
Awards (Country)					
Total awards:					
Royalty holidays (Country)					
Total royalty holidays:					
Financial assistance from Export Credit Agencies (ECAs) (Country):					
Total financial assistance from Export Credit Agencies (ECAs):					
Financial incentives (Country)					
Total financial incentives:					
Other financial benefits received from any government for any operation (Country)					
Total other financial benefits received or receivable from any government for any operation:					
Government is present in the shareholding structure:	No				

Reason for Omission:
Confidentiality Constraints
Describe the specific confidentiality constraints.
Data provided for tax credits and benefits is limited to information included in the Keysight Annual Report and 10-K. All other information is not publicly disclosed.

Additional Comments

Data provided for tax credits and benefits is limited to information included in the Keysight Annual Report and 10-K. All other information is not publicly disclosed.

References:

📄 All Keysight Annual Reports and Proxy Statements

📄 Keysight Investor Relations Web Site

Market Presence

Management Approach: Market Presence GRI 103-1, 103-2, 103-3

Economic / Market Presence / Management Approach: Market Presence GRI 103-1, 103-2, 103-3

Explanation of Market Presence as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 202 Market Presence	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight CSR Management System](#)

Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Economic / Market Presence / Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Ratio of standard entry level wage by gender compared to local minimum wage

Significant location of operations used for the ratio of employee entry level wage to local minimum wages: Significant location of operations is defined as any location with 100 or more employees and there is a national minimum wage.										
Ratio of employee entry level wages to the minimum wage at significant locations of operations			2021		2020		2019		2018	
Significant location of operations	Local minimum wage	Gender or Total Workforce	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage
U.S.	Exists	Total Workforce		2.22		1.34		1.79		1.96
Malaysia	Exists	Total Workforce		1.0		1.01		1.14		1.48
Ratio of other workers entry level wages to minimum wage at significant locations of operations:										

Additional Comments

Keysight tracks the ratio of entry level wages to minimum wage. The ratio at other significant locations of operations is not disclosed for confidentiality reasons.

Proportion Of Senior Management Hired From The Local Community GRI 202-2

Economic / Market Presence / Proportion Of Senior Management Hired From The Local Community GRI 202-2

Proportion of senior management hired from the local community

	2021	2020	2019	2018
Percentage of senior management at significant locations of operation that are hired from the local community:	66%	0%	67%	0%
Definition of 'senior management': Exec I and above job classification				
Geographical definition of 'local': Refer to GRI standard glossary				
Definition used for 'significant locations of operation': With an employee population greater than 100				

Additional Comments

Globally 3 Execs were hired in FY21. All in the US.
2 were internal hires with no relocation.
1 external hire relocated.
2 of the 3 Exec hires were hired from the local community (66%)

Indirect Economic Impacts

Management Approach: Indirect Economic Impacts GRI 103-1, 103-2, 103-3

Economic / Indirect Economic Impacts / Management Approach: Indirect Economic Impacts GRI 103-1, 103-2, 103-3

Explanation of Indirect Economic Impacts as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 203 Indirect Economic Impacts	
103-1: Explanation of the material topic and its Boundary	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," "Local Community," and "Diversity, Equity & Inclusion" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 [Keysight CSR Management System](#)

Infrastructure Investments And Services Supported GRI 203-1

Economic / Indirect Economic Impacts / Infrastructure Investments And Services Supported GRI 203-1

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
Global COVID response & support	Infrastructure investments and services supporting Keysight's global COVID-19 response were focused on the health and safety of our employees, support for our customers providing critical infrastructure and essential services, and helping local communities fight the pandemic. In 2021, Keysight supported implementation of community vaccine events in some countries, including India, Malaysia, Japan, and Germany — for example, at our largest manufacturing facility in Penang, Malaysia, the company successfully hosted an on-site vaccination clinic administrating 18,000 doses of vaccine to Keysight employees, contractors, and neighboring organizations For more information, see the following available resources. • Keysight's Response to COVID-19 • Crisis Management: Keysight's Business Continuity and Response to Crisis Events • Keysight's Annual Corporate Social Responsibility Report	Related to impacts on communities and local economies, Keysight's global COVID-19 response and support included partnering with local civic bodies and NGOs to provide critical medical supplies, testing, education, and human services support, including community vaccination clinics at some Keysight campuses. For more information, see the following available resources. • Keysight's Response to COVID-19 • Crisis Management: Keysight's Business Continuity and Response to Crisis Events • Keysight's Annual Corporate Social Responsibility Report	In-kind

References:

📄 Keysight's Response to COVID-19

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

📄 2021 Keysight Corporate Social Responsibility Report

Significant Indirect Economic Impacts GRI 203-2

Economic / Indirect Economic Impacts / Significant Indirect Economic Impacts GRI 203-2

Significant indirect economic impacts

Examples of indirect economic impacts, both positive and negative:	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 areas of communities, education and the environment. We also acknowledge that our products are used in development of innovations in communications, automotive, and energy that support clean technology, social impact and wellness, and safety and security.
Significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agenda:	Keysight does not directly track indirect economic impacts in context of external benchmarks.

Reason for Omission:
Unavailable

Describe the steps being taken and the expected time frame to obtain the information.
There are no steps being taken to obtain this data.

Additional Comments

Keysight's Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world through our hardware, software and services solutions, and employing a global business framework of ethical, environmentally sustainable and socially responsible operations. Please see our "Key Impact Goals" overview in the narrative content of our annual CSR report.

References:

📄 2021 Keysight Corporate Social Responsibility Report

Procurement Practices

Management Approach: Procurement Practices GRI 103-1, 103-2, 103-3

Economic / Procurement Practices / Management Approach: Procurement Practices GRI 103-1, 103-2, 103-3

Explanation of Procurement Practices as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 204 Procurement Practices	
103-1: Explanation of the material topic and its Boundary	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 "Supply Chain Labor Standards" material aspects. Keysight's procurement practices and strategic is intent to develop a global supply base that delivers competitive cost, excellent quality, responsive services and at the same time meeting all our compliance requirements that include ethical principles, social responsibility, and environmental sustainability. Our global supply base enables us to support our customers accelerate the innovations that connect and secure the world across the communications ecosystem, aerospace, and defense, automotive, energy, semiconductor, and general electronics end markets.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. At Keysight, we seek 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. We develop supplier sourcing processes to qualify the best supplier, which meets Keysight's needs in technology, quality, responsiveness, delivery, cost, and environmental and social responsibilities factors. On top of this, we screen suppliers to ensure compliance with applicable trade compliance laws. As a proactive action to avoid any disruption to our supply chain, we also perform a financial health check to understand the stability of their financial situation to avoid any disruption of supply chain. A qualified supplier that meets our requirements and provides a competitive quotation will be awarded with Keysight business. Their performance will be measured and evaluated from time to time to ensure they continuously meeting our expectations. Supplier improvement plan will be initiated to ensure their continued growth in the above mentioned factors. Besides, in the United States, Keysight has a proactive Small Business/Supplier Diversity Program which focuses on the procurement of materials, components, equipment, supplies, and services from Small Diverse Businesses. We use a specific methodology when sourcing suppliers that includes the evaluation and inclusion of small diversified suppliers within our supply chain. All the Keysight's expectations and requirements are outlined our Supplier Code of Conduct and Purchase Order Terms and Conditions. We communicate these requirements to all suppliers and also establish a supplier resources webpage with information of how Keysight collaborations with suppliers.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight evaluates supplier performance against quality and delivery factors on an annual basis. For key suppliers, their performance evaluation will be extended to include the technology, responsiveness, cost, environmental and social responsibility factors. Assessments are done by various Keysight related function teams who work with the suppliers. The assessments were conducted through a questionnaire that evaluated the supplier against each performance expectation. Assessment results are compiled into an individual supplier assessment report. Supplier Review Meetings are scheduled with key suppliers to review their performance and future plans. In addition, we conduct the annual Business Continuity Survey to our key suppliers to assess the effectiveness of their Business Continuity Plan. We engaged a third-party consultant to monitor the resilience of our suppliers and trigger a pre-alert notification to us for any disasters that could have an impact on the operations of our suppliers. Keysight also triggers supplier compliance questionnaires with our key suppliers to verify their adherence to social responsibility principles that are outlined in our Supplier Code of Conduct. Additionally, in FY21, we also engaged a third-party consultant to perform an in-depth CSR assessment to our suppliers against industrial CSR practices. The suppliers' CSR performance will be reviewed during supplier performance review.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Supplier Code of Conduct

📄 Keysight PO's T&C

📄 Supplier Performance Expectations

📄 Keysight Supplier Resources

📄 Keysight CSR Management System

Proportion Of Spending On Local Suppliers GRI 204-1

Economic / Procurement Practices / Proportion Of Spending On Local Suppliers GRI 204-1

Proportion of spending on local suppliers

	2021	2020	2019	2018
Percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally):				
Geographic definition of "local": Keysight establishes procurement policy and management approach to purchase industry standard materials and services at competitive prices from qualified suppliers which are located globally. The wide range of supplier base enables us to fulfill customer's need in a timely manner, hence we do not have preference for local supplier.				
Definition used for 'significant locations of operation': Keysight's operation team are located globally.				

Reason for Omission:
Not Applicable
Explain why the disclosure or the requirement is considered not applicable.
This is not applicable to Keysight. We have a global supplier base and a global operation team to fulfill our customer's need efficiently and effectively.

Additional Comments

In the United States, Keysight has a proactive Small Business/Supplier Diversity Program which focuses on the procurement of materials, components, equipment, supplies, and services from Small Diverse Businesses. We use a specific methodology when sourcing suppliers that includes the evaluation and inclusion of small diversified suppliers within our supply chain.

Anti-Corruption

Management Approach: Anti-corruption GRI 103-1, 103-2, 103-3

Economic / Anti-Corruption / Management Approach: Anti-corruption GRI 103-1, 103-2, 103-3

Explanation of Anti-corruption as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 205 Anti-corruption	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable anticorruption laws worldwide, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. While the company's anticorruption 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 has identified this GRI topic as material based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 approach to anticorruption compliance has three main aspects: policies, training and assessments. Keysight's Standards of Business Conduct (SBC) addresses bribery and corruption, and the company maintains a standalone anticorruption policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with anticorruption laws. Both our annual SBC and sales compliance courses have touched upon or focused on anticorruption 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, online surveys of employees on spending and sales practices, 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's broad and proactive approach to anticorruption 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.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Global Anti-Corruption Policy

📄 Keysight CSR Management System

📄 Keysight Standards of Business Conduct

Cross-referenced Data Requests SASB

Corruption, Bribery, and Anti-Competitive Behavior Policies (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> SASB - RT-EE-510a.1) *

Operations Assessed for Risks Related to Corruption GRI 205-1

Economic / Anti-Corruption / Operations Assessed for Risks Related to Corruption GRI 205-1

Operations assessed for risks related to corruption

	2021	2020	2019	2018
Total number of business units analyzed for risks related to corruption				
Percentage of business units analyzed for risks related to corruption	100	100	100	100
Significant risks related to corruption identified through the risk assessment: Use of third party resellers and sales agents worldwide.				

Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Economic / Anti-Corruption / Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Communication and training about anti-corruption policies and procedures

			2021		2020		2019		2018	
Communication on anti-corruption policies and procedures			Total	Percentage	Total	Percent	Total	Percent	Total	Percent
Governance body members			0	% 0	0	% 0	0	%	0	% 0
Employees			14,300	% 100	14,155	% 100	13,565	% 100	12,900	% 100
Business partners			575	%	1,017	%	1,775	%	6,750	%
Training on anti-corruption										
Governance body members			0	% 0	0	% 0	0	% 0	0	% 0
Employees			6306	%	950	%	2,900	%	1,300	%
Has the organization communicated its anti-corruption policies and procedures to other persons or organizations? Yes: short-term sales intermediaries and suppliers.										

Additional Comments

Keysight's Standards of Business Conduct (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.

Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Economic / Anti-Corruption / Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Confirmed incidents of corruption and actions taken

	2021	2020	2019	2018
Total number of confirmed incidents of corruption:				
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption:				
Total number of confirmed incidents when contracts with business partners were not renewed due to violations related to corruption:				
Nature of confirmed incidents of corruption:				
Public legal cases regarding corruption brought against the organization or its employees during the reporting period:				

Additional Comments

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.

Anti-Competitive Behavior

Management Approach: Anti-competitive Behavior GRI 103-1, 103-2, 103-3

Economic / Anti-Competitive Behavior / Management Approach: Anti-competitive Behavior GRI 103-1, 103-2, 103-3

Explanation of Anti-competitive Behavior as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 206 Anti-competitive Behavior	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable competition laws worldwide. While the company's antitrust compliance 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 violation of competition laws. 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 "Ethical Business Practices" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 approach to competition law compliance has three main aspects: policies, training and assessments. Keysight's Standards of Business Conduct (SBC) addresses competition law, and the company maintains a standalone antitrust policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with competition laws. Both our 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, online surveys of employees on spending and sales practices, 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 covering compliance with competition laws.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's broad and proactive approach to competition law compliance has put the company in a strong position to do business globally while minimizing the risk that collusion and price-fixing present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

Keysight CSR Management System

Keysight Standards of Business Conduct

Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Economic / Anti-Competitive Behavior / Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

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

	2021	2020	2019	2018
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices:	1	1	1	1
Main outcomes of completed legal actions, including any decisions/judgments:				

Additional Comments

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.

Cross-referenced Data Requests SASB

Anti-Competitive Behavior Litigation (GRI Standards - Disclosure 206-1 <-> SASB - RT-EE-510a.3; TC-SI-520a.1) *

Tax

Management Approach: Tax GRI 103-1, 103-2, 103-3

Economic / Tax / Management Approach: Tax GRI 103-1, 103-2, 103-3

Explanation of Tax as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 207 Tax	
103-1: Explanation of the material topic and its Boundary	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 "Ethical Business Practices" and "Business Resilience" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

Keysight CSR Management System

Approach to Tax GRI 207-1

Economic / Tax / Approach to Tax GRI 207-1

Approach to tax

Tax Strategy
Tax strategy, oversight, compliance, and the link to sustainable development: No 📄 All Keysight Annual Reports and Proxy Statements
Formal reviewer/approver:
Frequency of Review:
Approach to regulatory compliance:
How tax approach is linked to the business and sustainable development strategies:

Additional 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 policy 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:

📄 All Keysight Annual Reports and Proxy Statements

Tax Governance, Control, and Risk Management GRI 207-2

Economic / Tax / Tax Governance, Control, and Risk Management GRI 207-2

Tax governance, control, and risk management

Tax governance, control, and risk management
Governance body or executive-level position 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 V.P. of Taxation.
How approach to tax is embedded within the organization:
Approach to tax risks:
How compliance with the tax governance and control framework is evaluated:
Mechanisms for reporting concerns about unethical/unlawful behavior and the organization's integrity in relation to tax:
Assurance process for disclosures on tax, and if applicable, a reference to the assurance report, statement, or opinion: 📄 All Keysight Annual Reports and Proxy Statements

Additional 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 policy 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:

📄 All Keysight Annual Reports and Proxy Statements

Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3

Economic / Tax / Stakeholder Engagement and Management of Concerns Related to Tax GRI 207-3

Stakeholder engagement and management of concerns related to tax

Reason for Omission:
Not Applicable
Explain why the disclosure or the requirement is considered not applicable.

Additional 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 policy 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:

All Keysight Annual Reports and Proxy Statements

Country-by-Country Reporting GRI 207-4

Economic / Tax / Country-by-Country Reporting GRI 207-4

Country-by-country reporting

Reason for Omission:
Confidentiality Constraints
Describe the specific 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.

Additional Comments

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.

References:

📄 All Keysight Annual Reports and Proxy Statements

Environmental

Materials

Management Approach: Materials GRI 103-1, 103-2, 103-3

Environmental / Materials / Management Approach: Materials GRI 103-1, 103-2, 103-3

Explanation of Materials as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 301 Materials	
103-1: Explanation of the material topic and its Boundary	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. Keysight promotes Quality of materials within the organization through: - Supplier audits - Shipment and Delivery metrics - Inhouse testing - Environmental requirement through our General Specification for the Environment. We extend these practices through our supply chain and expect suppliers to comply to Keysight's quality requirements and conditions which include the Supplier Code of Conduct.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 Quality requirements are outlined in our Purchase Order Terms and Conditions and we communicate these requirements to all suppliers. We have also established a supplier resources webpage with details of Keysight's quality requirements.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight evaluates key supplier performance annually based on technology, quality, responsiveness, delivery, cost and environmental factors. Assessments are done by various Keysight related function teams who work with the suppliers. The assessments were completed through a questionnaire that rated the supplier against each performance expectation. Assessment results are compiled into an individual supplier assessment report. Supplier Review Meetings are scheduled with key suppliers to review their performance and future plans.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 [Keysight General Specification for the Environment](#)

📄 [Keysight Supplier Resources](#)

📄 [Keysight CSR Management System](#)

📄 [Keysight Affirmative Action and Equal Employment Opportunity Policy Statement](#)

Materials Used By Weight Or Volume GRI 301-1

Environmental / Materials / Materials Used By Weight Or Volume GRI 301-1

Materials used by weight or volume

	Unit (weight or volume)	% internally sourced	% externally sourced
Raw materials used	ND		
Total non-renewable materials	ND		
Total renewable materials used	ND		
	TOTAL:		
Data publicly available: No			

Reason for Omission:
Unavailable

Describe the steps being taken and the expected time frame to obtain the information.
No time frame is available. The data is difficult to collect due to global and varied manufacturing.

Recycled Input Materials Used GRI 301-2

Environmental / Materials / Recycled Input Materials Used GRI 301-2

Recycled input materials used

Reason for Omission:
Unavailable

Describe the steps being taken and the expected time frame to obtain the information.
There are currently no steps being taken to obtain this data at this level of disclosure.

Reclaimed Products and their Packaging Materials GRI 301-3

Environmental / Materials / Reclaimed Products and their Packaging Materials GRI 301-3

Reclaimed products and their packaging materials

Reason for Omission:
Unavailable

Describe the steps being taken and the expected time frame to obtain the information.
Keysight does not currently track nor maintain metrics to support answering this question.

Additional Comments

Keysight meets the requirements of governmentally mandated take-back programs. Keysight Remarketing Solutions is dedicated to recovering older instruments for the purpose of resale. In fiscal year 2021 a total of 5,172 refurbished products were sold. For a certain segment of our customers (start-ups, academics, etc.), these pre-owned instruments offer a competitively priced alternative to buying a new instrument. As a company, we are using fewer environmental resources to manufacture new products to meet this customer demand. For more detail, see Keysight Used Equipment Standards. 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 wherever possible.

References:

Keysight Trade In

Keysight Take Back Program

Keysight Circular Economy

Keysight Used Equipment Standards

Keysight Premium Used

Energy

Management Approach: Energy GRI 103-1, 103-2, 103-3

Environmental / Energy / Management Approach: Energy GRI 103-1, 103-2, 103-3

Explanation of Energy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 302 Energy	
103-1: Explanation of the material topic and its Boundary	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 "Net Zero Emissions" material aspects. Keysight's reporting boundary for energy and emissions has been determined using the operational control approach. In line with this method, we report on emissions from sites where our consumption is sub-metered and paid directly by or back to us (or our agents), as this reflects the portion of the portfolio where Keysight can influence operational procedures and ultimately, sustainability performance.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Policies/Regulatory/Compliance – 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; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's efforts to reduce energy usage are an integral part of our CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal KPI to ensure we meet our objectives and targets.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 [Keysight Global EHS Policy](#)

📄 [Keysight CSR Management System](#)

📄 [Keysight Circular Economy](#)

📄 [Keysight's Response to Climate Change](#)

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Metrics and Targets A) *
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management A) *
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management B) *
Governance A - Board Oversight (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Governance A) *
Governance B - Role of Management (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Governance B) *
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management C) *
Strategy B - Business, Strategy and Financial Planning (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Strategy B) *

Energy Consumption Within the Organization GRI 302-1

Environmental / Energy / Energy Consumption Within the Organization GRI 302-1

Energy consumption within the organization

Consumption by Fuel Type (Renewable)	Unit	2021	2020	2019	2018
Total consumption from renewable fuel sources:					
Consumption by Fuel Type (Non-renewable)	**Units**	**2021**	**2020**	**2019**	**2018**
Natural gas	Gigajoules (GJ)	179,435	176,550	169,890	
Diesel Fuel	Gigajoules (GJ)	1,019	915	1,211	
Propane	Gigajoules (GJ)	675	857	640	
Vehicle Fuel	Gigajoules (GJ)	63,382	68,020	86,945	
Total consumption from non-renewable fuel sources:	Gigajoules (GJ)	244,511	246,342	258,686	
Energy Consumed	**Units**	**2021**	**2020**	**2019**	**2018**
Electricity Consumed	Gigajoules (GJ)	618,995	601,020	606,776	
Heating Consumed					
Cooling Consumed					
Steam Consumed					
Total electricity, heating, cooling, and steam consumed	Gigajoules (GJ)	618,995	601,020	606,776	
Energy Sold	**Units**	**2021**	**2020**	**2019**	**2018**
Electricity Sold					
Heating Sold					
Cooling Sold					
Steam Sold					
Total electricity, heating, cooling, and steam sold					
Calculation for total energy consumption within the organization	**Units**	**2021**	**2020**	**2019**	**2018**
Total non-renewable fuel consumed	Gigajoules (GJ)	244,511	246,342	258,686	
Total renewable fuel consumed					
Total electricity, heating, cooling, and steam purchased for consumption	Gigajoules (GJ)	618,995	601,020	606,776	
Self-generated electricity, heating, cooling, and steam, which are not consumed					
Total electricity, heating, cooling, and steam sold (units may differ from above, please apply conversion factors)					
Total energy consumption within the organization:	Gigajoules (GJ)	863,506	847,362	865,462	
Standards, methodologies, and assumptions used: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)					

Source of the conversion factors used: IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; **Scope 1:** 2012 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 2008 for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies.					

Additional Comments

In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall greenhouse gas (GHG) footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration.

Fuel Cell Technology - Based on the GHG Protocol Scope 2 Guidance, we are reporting the electricity produced by the fuel cell system installed on-site that is owned and operated by a third party, as Scope 2.

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.

References:

📄 Keysight's Response to Climate Change

📄 Keysight Commits to Science Based Targets Initiative

📄 Keysight Technologies Commits to Net Zero Emissions by End of 2040

📄 Keysight Technologies Net Zero Emissions in Company Operations

📄 GHG Verification Statement FY19, FY20 and FY21

Cross-referenced Data Requests SASB

Energy Use by Source (GRI Standards - Disclosure 302-1 <-> SASB - RT-EE-130a.1) *

Energy Consumption Outside of the Organization GRI 302-2

Environmental / Energy / Energy Consumption Outside of the Organization GRI 302-2

Energy consumption outside of the organization

Unit (joules or multiples of joules):	2021	2020	2019	2018
Renewable Energy Categories/Activities				
Total external renewable energy consumption				
Non-renewable Energy Categories/Activities				
Upstream: Business travel				
Upstream: Employee commuting				
Upstream: Upstream transportation and distribution				
Total external non-renewable energy consumption				
Total External Energy Consumption				
Standards, methodologies, and assumptions:				
Source of conversion factors used:				
☐ Publicly disclose a breakout of renewable energy sources used:				

Reason for Omission:
Unavailable

Describe the steps being taken and the expected time frame to obtain the information.
Keysight tracks upstream transportation and distribution, business travel, waste generated in operations, upstream leased assets, and employee commuting under Scope 3 emission reporting as CO2e.

In September 2021, Keysight announced our commitment to the Science Based Targets initiative (SBTi) in support of the company's emissions reduction and net zero strategy. Keysight will work with the SBTi to develop approved science-based targets across Scopes 1 and 2 and relevant categories of Scope 3.

Energy Intensity GRI 302-3

Environmental / Energy / Energy Intensity GRI 302-3

Energy intensity

	Unit	2021	2020	2019	2018	
Numerator	MWh	239,863	235,378	240,406		
Denominator	Sq Ft	5,892,608	6,011,619	5,810,437		
Energy Intensity		0.04	0.04	0.04		Type of energy measured in energy intensity ratio Fuel Electricity Heating Cooling

Additional 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).

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.

References:

📄 Keysight's Response to Climate Change

📄 GHG Verification Statement FY19, FY20 and FY21

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 302-3 <-> TCFD - Metrics and Targets A) *
Metrics and Targets B - Scope 1 & 2 GHG Emissions (GRI Standards - Disclosure 302-3 <-> TCFD - Metrics and Targets B - Scope 1 & 2) *
Metrics and Targets B - Scope 3 GHG Emissions (GRI Standards - Disclosure 302-3 <-> TCFD - Metrics and Targets B - Scope 3) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 302-3 <-> TCFD - Metrics and Targets C) *

Reduction of Energy Consumption GRI 302-4

Environmental / Energy / Reduction of Energy Consumption GRI 302-4

Reduction of energy consumption

	Unit	2021	2020	2019	2018	Base year	Types of energy included
Fuel							
Electricity	MWh	1,112	1,059	2,504			
Heating							
Cooling							
Steam							
Total Energy Saved	MWh	1,112	1,059	2,504			Fuel Electricity Heating
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 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 goals.							
Standards, methodologies, and assumptions used: In fiscal year 2018, energy audits were completed to identify opportunities in energy efficiency and conservation, including energy reduction estimations. Projects stemming from these audits were implemented in fiscal year 2019, fiscal year 2020 and fiscal year 2021.							
Not publicly disclosed.							

Additional Comments

Energy conservation initiatives were implemented worldwide across Keysight. These initiatives include capital and operational improvements that include optimizing equipment operations and energy efficiency in processes.

References:

[📄] Keysight's Response to Climate Change

[📄] Keysight Technologies Commits to Net Zero Emissions by End of 2040

[📄] Keysight Technologies Net Zero Emissions in Company Operations

Reductions in Energy Requirements of Products and Services GRI 302-5

Environmental / Energy / Reductions in Energy Requirements of Products and Services GRI 302-5

Reductions in energy requirements of products and services

Reason for Omission:
Unavailable

Describe the steps being taken and the expected time frame to obtain the information.
There are no requirements nor appropriate standards applicable to Keysight's test and measurement product portfolio to measure energy requirements.

Additional Comments

Keysight is working on improving the energy efficiency of our handheld products. Customer expectations of prolonged battery operation and increased measurement capability -- all within the same form factor -- drives improved efficiency in our product designs. Industry and regulatory requirements on the external power supplies for our portable products have also increased power supply efficiency.

Water and Effluents

Management Approach: Water and Effluents GRI 103-1, 103-2, 103-3

Environmental / Water and Effluents / Management Approach: Water and Effluents GRI 103-1, 103-2, 103-3

Explanation of Water and Effluents as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 303 Water and Effluents	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Policies/Regulatory/Compliance – 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; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's efforts to reduce water usage are an integral part of our CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal KPI to ensure we meet our objectives and targets.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Global EHS Policy

📄 Keysight CSR Management System

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Metrics and Targets A) *
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management A) *
Risk Management B - Processes for Managing Climate Related Risks (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management B) *
Governance A - Board Oversight (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Governance A) *
Governance B - Role of Management (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Governance B) *
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management C) *
Strategy B - Business, Strategy and Financial Planning (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Strategy B) *

Interactions With Water as a Shared Resource GRI 303-1

Environmental / Water and Effluents / Interactions With Water as a Shared Resource GRI 303-1

Interactions with water as a shared resource

How our organization interacts with water:
As a software and solutions-based company, Keysight's direct water related risks that could potentially affect business operations are minimal. Keysight manufacturing facilities use water directly in operational processes, including wafer fab and micro part processing. Indirect operations use of water is primarily for consumption (e.g., drinking water, restrooms, and cafeterias) and chiller systems.

Approach used to identify water-related impacts:
Keysight is committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems through a variety of programs. Our ISO14001:2015 certified company-wide Environmental Management System is essential and instrumental in driving continuous reduction of adverse environmental impacts from our operations and products. Risks are identified through the company's risk assessment process that broadly covers strategic, operational, and compliance/reporting risks. We consider business operation, environmental impact, regulatory factors, company's reputation, IT, employee and community health and safety into our risk assessment. We take into consideration the negative and positive (potential for improvement) of all these factors to determine risks that the company may need to address/intervene. In addition, specific water related risk assessments are conducted as part of our ISO14001:2015 certification. It is covered under the risk and opportunities section and is updated annually.

How water-related impacts are addressed:
While Keysight is not a significant user of water, we recognize that water is a limited and valuable natural resource. We are committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems, including water stewardship to support our business and the communities where we operate.

Risks of drought and changing water quality exist, however, at this time, there is no substantive impact to Keysight business anticipated. Even still, we strive to conserve water consumption in our operations and have taken the necessary protocols to reduce our exposure to water-related risks through conservation efforts, water treatment, and reclaim facilities.

Keysight conducts internal audits to evaluate climate related risk on a biannual cycle. With the results from the analysis, we identify the opportunities for improvement and we rank the top risks that require our 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.

Keysight operates onsite wastewater treatment plants at two manufacturing sites: Santa Rosa, CA; and Colorado Springs, CO. An example of the treatment is a pH adjustment to within 5.5 - 12.5 before discharging to the municipality. Treated water is reused, where viable, for landscape irrigation and in certain process systems, such as wet scrubbers. Our Santa Rosa Headquarters and the Colorado Springs site have won multiple awards for water efficiency programs, exemplified by approximately 15% of the water withdrawals at the Santa Rosa site being reclaimed and reused.

Process for setting water-related goals and targets:
In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption.

Keysight reports annually on our water consumption and conservation activities. We regularly assess for water-related risks that could impact our business, using the World Resources Institute (WRI) Aqueduct Water Risk Atlas to review water stress in areas where we operate. This method of assessment was part of our ISO14001:2015 certified company-wide Environmental Management System (EMS), which is essential and instrumental in driving continuous reduction of adverse environmental impacts from our operations and products.

References:

📄 [Keysight Water Use & Stewardship](#)

📄 [2021 Keysight Corporate Social Responsibility Report](#)

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 303-1 <-> TCFD - Metrics and Targets A) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 303-1 <-> TCFD - Metrics and Targets C) *

Management of Water Discharge-Related Impacts GRI 303-2

Environmental / Water and Effluents / Management of Water Discharge-Related Impacts GRI 303-2

Management of water discharge-related impacts

Discharge-related Impacts
All discharged water goes directly to the municipality. Keysight operates onsite wastewater treatment plants at two manufacturing sites: Santa Rosa, CA; Santa Clara, CA; and Colorado Springs, CO. An example of the treatment is a pH adjustment to within 5.5 - 12.5 before discharging to the municipality. Treated water is reused, where viable, for landscape irrigation and in certain process systems, such as wet scrubbers. Our Santa Rosa Headquarters and the Colorado Springs site have won multiple awards for water efficiency programs, exemplified by approximately 15% of the water withdrawals at the Santa Rosa site being reclaimed and reused.

Colorado Springs treated the water according to the pH limit regulated by the City of Colorado Springs Utility. Santa Rosa treated the water according to the regulated permit by the City of Santa Rosa Utility.

References:

📄 [Keysight Water Use & Stewardship](#)

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 303-2 <-> TCFD - Metrics and Targets A) *

Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 303-2 <-> TCFD - Metrics and Targets C) *

Water Withdrawal GRI 303-3

Environmental / Water and Effluents / Water Withdrawal GRI 303-3

Water withdrawal

Total Water Withdrawal (megaliters)	2021	2020	2019	2018
Surface water				
Groundwater	11.38	13.55	13.09	
Seawater				
Produced water				
Third-party water	743.1	807.04	745.83	
Total water withdrawal	754.48	820.59	758.92	
Withdrawal from Water Stressed Areas (megaliters)	2021	2020	2019	2018
Surface water				
Groundwater				
Seawater				
Produced water				
Third-party water	120.79	110.68	119.72	
Total water withdrawal from areas with water stress	120.79	110.68	119.72	
Surface water breakdown (megaliters)	2021	2020	2019	2018
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Groundwater breakdown (megaliters)	2021	2020	2019	2018
Freshwater (total)	11.38	13.55	13.09	
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Seawater breakdown (megaliters)	2021	2020	2019	2018
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Produced water breakdown (megaliters)	2021	2020	2019	2018
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				

Third-party water breakdown (megaliters)	2021	2020	2019	2018
Surface water (via third party) from water stressed areas				
Ground water (via third party) from water stressed areas				
Seawater water (via third party) from water stressed areas				
Produced water (via third party) from water stressed areas				
Freshwater (total)				
Freshwater (stressed areas)				
Other water (total)				
Other water (stressed areas)				
Contextual Information Third-party water breakdown is not provided by municipal water suppliers.				

Additional Comments

In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption. As such, data from fiscal year 2019 to date have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration.

Data for water stressed categories indicated above are sites that are in extremely high or high water stressed areas that account for approximately 16% of our total water withdrawal in FY21. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool. Data for water stressed categories indicated above are sites that are in high or extremely high baseline water stressed areas and account for approximately The primary water source for most sites is from municipal water suppliers.

Keysight is a software and solutions based company to which our primary direct use of water is for processes such as wafer fab and micro part processing. Indirect use of water is primarily for consumption (e.g. drinking water) and chiller systems. Our Headquarters site (Santa Rosa, CA) and Colorado Springs, CO site have won multiple awards for their water efficiency programs. Water is reused in facility related operations and landscaping.

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

References:

📄 Keysight Water Use & Stewardship

📄 2021 Keysight Corporate Social Responsibility Report

Cross-referenced Data Requests TCFD
   Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 303-3 <-> TCFD - Metrics and Targets A) *
   Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 303-3 <-> TCFD - Metrics and Targets C) *
SASB

   Water Use and Sources (GRI Standards - Disclosure 303-3 <-> SASB - TC-ES-140a.1) *

Water Discharge GRI 303-4

Environmental / Water and Effluents / Water Discharge GRI 303-4

Water discharge

Total Water Discharged (megaliters)	2021	2020	2019	2018
Surface water				
Groundwater	11.38	13.55	13.09	
Seawater				
Third-party water	657.79	637.10	598.28	
Third-party water sent for use to other organizations				
Total water discharged	669.17	650.65	611.37	
Discharge by total dissolved solids category (megaliters)	2021	2020	2019	2018
Freshwater				
Other water				
Discharge to water stressed areas by total dissolved solids category (megaliters)	2021	2020	2019	2018
Freshwater				
Other water				
A breakdown of total water discharge to all areas by level of treatment (Megaliters)	2021	2020	2019	2018
Primary				
Secondary				
Tertiary	64.24	32.70	51.30	
Additional Information	2021	2020	2019	2018
The number of occasions on which discharge limits were exceeded	0	0	0	
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge				
Priority substances of concern 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 from Santa Rosa, CA. Santa Rosa treated the water according to the regulated permit by the Santa Rosa Utility. No substances of concern for other sites. All water is discharged directly to the municipality.				
Contextual information				
How the treatment levels were determined Colorado Springs treated the water according to the pH limit regulated by the City of Colorado Springs Utility. Santa Rosa treated the water according to the regulated permit by the City of Santa Rosa Utility.				

Additional Comments

In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption. As such, data from fiscal year 2019 to data have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration.

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

References:

📄 Keysight CSR Web Site

📄 Keysight Water Use & Stewardship

Water Consumption GRI 303-5

Environmental / Water and Effluents / Water Consumption GRI 303-5

Water consumption

Water Consumption (megaliters)	2021	2020	2019	2018
Total water consumption	85.31	169.94	147.55	
Consumption from all areas with water stress	44.71	63.43	59.87	
Change in water storage				
Contextual information Data from water bills provided by Municipal water suppliers. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool. Data for water stressed categories indicated above are sites that are in high or extremely high baseline water stressed areas Total Consumption = Total Withdrawal - Total Discharge				

Additional Comments

In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption. As such, data from fiscal year 2019 to data have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration.

Data for water stressed categories indicated above are sites that are in extremely high or high water stressed areas that account for approximately 16% of our total water withdrawal in FY21. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool.

As a software and solutions-based company, Keysight's direct water related risks that could potentially affect business operations are minimal. Keysight manufacturing facilities use water directly in operational processes, including wafer fab and micro part processing. Indirect operations use of water is primarily for consumption (e.g., drinking water, restrooms, and cafeterias) and chiller systems.

While Keysight is not a significant user of water, we recognize that water is a limited and valuable natural resource. We are committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems, including water stewardship to support our business and the communities where we operate.

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

References:

Keysight Water Use & Stewardship

2021 Keysight Corporate Social Responsibility Report

Biodiversity

Management Approach: Biodiversity GRI 103-1, 103-2, 103-3

Environmental / Biodiversity / Management Approach: Biodiversity GRI 103-1, 103-2, 103-3

Explanation of Biodiversity as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 304 Biodiversity	
103-1: Explanation of the material topic and its Boundary	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", "Material Sourcing" and "Net Zero Emissions" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Policies/Regulatory/Compliance – 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; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's efforts to reduce impact on biodiversity are an integral part of our CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal KPI to ensure we meet our objectives and targets.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 [Keysight CSR Management System](#)

📄 [Keysight Global EHS Policy](#)

📄 [Keysight Circular Economy](#)

Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1

Environmental / Biodiversity / Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1

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

Reason for Omission:
Not Applicable
Explain why the disclosure or the requirement is considered not applicable.
To our knowledge, Keysight operational sites are not located in any protected areas of high biodiversity value.

Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2

Environmental / Biodiversity / Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2

Significant impacts of activities, products and services on biodiversity

To our knowledge, Keysight's locations are not in protected areas or areas of high biodiversity. Nevertheless, we operate 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 our employees. Examples of how we collaborate with our natural environment include:

- Monitoring our operational progress in helping to build a better planet, Keysight has committed to achieving net zero emissions in our operations and is developing a long term roadmap to build resiliency and reduce greenhouse gas emissions.
- Keysight has received awards for its environmental impact initiatives such as in Malaysia, Keysight achieved Platinum Status on their July 2019 RBA Validated Assessment Program. In February 2020, Keysight's Atlanta, Georgia site received a Gold Level certification by Leadership in Energy and Environmental Design (LEED).
- Sustainable Campuses & Workspaces - site specific actions across our 100+ worldwide campuses provide opportunities for environmental sustainability.

Additional Comments

Examples of Sustainable Campuses & Workspaces:

- More than 50 electric vehicle (EV) charging stations are available for employee use at our Santa Rosa, CA headquarters office.
- Native grass that requires less water and energy to maintain replaced non-native grasses in Colorado Springs, CO.
- After an inspiring initiative at our Penang, Malaysia site, Keysight facilities globally went completely strawless to reduce the number of single-use plastic straws sent to landfills.
- Many sites employ sustainable landscaping projects, recycling bins, composting and energy efficient building systems to minimize the impact of business operations on the local environment.
- Sensor-based systems that react to environmental conditions dim lights and help conserve energy when not needed.
- Employees are encouraged to grow their own vegetables in gardens on company property.
- Continued maintenance and repair of water piping and valves at our larger sites, representing greater than 2 million square feet of space. This has resulted in significant water conservation.
- Replaced non-biodegradable Styrofoam with recyclable air pillow packaging, resulting is landfill space savings.

References:

📄 Keysight CSR Web Site

📄 Keysight Supports the UN SDGs

📄 Keysight Circular Economy

📄 Keysight's Environmental, Health & Safety Commitment

📄 Keysight's Response to Climate Change

Habitats Protected Or Restored GRI 304-3

Environmental / Biodiversity / Habitats Protected Or Restored GRI 304-3

Habitats protected or restored

Reason for Omission:
Not Applicable
Explain why the disclosure or the requirement is considered not applicable.
Not applicable. To our knowledge, Keysight manufacturing sites are not located in habitat-protected areas or restored areas.

IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

Environmental / Biodiversity / IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

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

Reason for Omission:
Not Applicable
Explain why the disclosure or the requirement is considered not applicable.
We have reviewed the IUCN Red List species, and to the best of our knowledge, none of Keysight operations are in areas in habitats listed.

Emissions

Management Approach: Emissions GRI 103-1, 103-2, 103-3

Environmental / Emissions / Management Approach: Emissions GRI 103-1, 103-2, 103-3

Explanation of Emissions as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 305 Emissions	
103-1: Explanation of the material topic and its Boundary	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 "Net Zero Emissions" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Policies/Regulatory/Compliance – 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; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's efforts to reduce emissions are an integral part of our CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal KPI to ensure we meet our objectives and targets.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight CSR Management System

📄 Keysight Global EHS Policy

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Metrics and Targets A) *
Risk Management A - Identifying and Assessing Climate Related Risks (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management A) *
Governance A - Board Oversight (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Governance A) *
Governance B - Role of Management (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Governance B) *
Risk Management C - Organizational Integration of Risk Management Practices (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Risk Management C) *
Strategy B - Business, Strategy and Financial Planning (GRI Standards - Disclosure 103-1; Disclosure 103-2; Disclosure 103-3 <-> TCFD - Strategy B) *

Direct (Scope 1) GHG Emissions GRI 305-1

Environmental / Emissions / Direct (Scope 1) GHG Emissions GRI 305-1

Direct (Scope 1) GHG emissions

GHG emissions in metric tons of CO2e	2021	2020	2019	2018	Emissions in base year Year: 2019
Gross direct (Scope 1) GHG emissions	14,757	14,258	15,052		15,052
Biogenic CO2 emissions					
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 our 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: In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration. Reported data prior to fiscal year 2019 has not changed and covers the operational boundaries set at that time.					
Source of emissions factors and the GWP rates used: IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; 2012 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)					

Additional Comments

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.

References:

📄 Keysight Technologies Commits to Net Zero Emissions by End of 2040
📄 Keysight Technologies Net Zero Emissions in Company Operations
📄 GHG Verification Statement FY19, FY20 and FY21

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 305-1 <-> TCFD - Metrics and Targets A) *
Metrics and Targets B - Scope 1 & 2 GHG Emissions (GRI Standards - Disclosure 305-1 <-> TCFD - Metrics and Targets B - Scope 1 & 2) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 305-1 <-> TCFD - Metrics and Targets C) *

Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Environmental / Emissions / Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Energy indirect (Scope 2) GHG emissions

GHG Emissions in metric tons of CO2e	2021	2020	2019	2018	Emissions in base year Year: 2019
Gross location-based indirect (Scope 2) GHG emissions	73,557	74,128	75,429		75,429
Gross market-based indirect (Scope 2) GHG emissions	81,902	81,033	81,659		81,659
☑ Total GHG Emissions					
Total direct (Scope 1) GHG emissions	14,757	14,258	15,052		15,052
☐ Location Based (Scope 2) ☑ Market Based (Scope 2)	81,902	81,033	81,659		81,659
Total (Scope 1) + (Scope 2) GHG emissions	96,659	95,291	96,711		96,711
Gases used to calculate indirect (Scope 2) GHG emissions: CO2 CH4 N2O					
Rationale for choosing base year: Fiscal year 2019 has been established as our 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: In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration. Reported data prior to fiscal year 2019 has not changed and covers the operational boundaries set at that time.					
Source of emissions factors and the GWP rates used: 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 2008 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					

Additional Comments

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.

References:

📄 Keysight's Response to Climate Change

📄 Keysight Commits to Science Based Targets Initiative

📄 Keysight Technologies Commits to Net Zero Emissions by End of 2040

📄 Keysight Technologies Net Zero Emissions in Company Operations

📄 GHG Verification Statement FY19, FY20 and FY21

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 305-2 <-> TCFD - Metrics and Targets A) *
Metrics and Targets B - Scope 1 & 2 GHG Emissions (GRI Standards - Disclosure 305-2 <-> TCFD - Metrics and Targets B - Scope 1 & 2) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 305-2 <-> TCFD - Metrics and Targets C) *

Other Indirect (Scope 3) GHG Emissions GRI 305-3

Environmental / Emissions / Other Indirect (Scope 3) GHG Emissions GRI 305-3

Other indirect (Scope 3) GHG emissions

GHG emissions in metric tons CO2e	2021	2020	2019	2018	Emissions in base year Year
Gross other indirect (Scope 3) GHG emissions	99,445	79,280	109,942		
Biogenic CO2 emissions					
Gases included in the calculation: CO2					
Other indirect (Scope 3) GHG emissions categories and activities included in the calculation: This year, our Scope 3 emissions has expanded to include downstream leased assets and waste generated in operations. We are reporting to the following five categories of Scope 3 emissions for fiscal year 2019, fiscal year 2020 and fiscal year 2021: • Business Travel • Employee Commuting • Upstream Transportation • Waste Generated in Operations • Downstream Leased Assets					
Rationale for choosing base year: In September 2021, Keysight announced our commitment to the Science Based Targets initiative (SBTi) in support of the company's emissions reduction and net zero strategy. Keysight will work with the SBTi to develop approved science-based targets across Scopes 1 and 2 and relevant categories of Scope 3.					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used: IPCC, fourth assessment CH4 = 25 N20 = 298					
Standards, methodologies, assumptions, and/or calculation tools used for indirect (Scope 3) GHG emissions: GHG Protocol Technical Guidance for Calculating Scope 3 Emissions: • Business travel data are provided by our business vendor supplier. • Employee commuting data are according to average-data methodology in GHG protocol for Scope 3. • Upstream transportation and distribution data are according to distance based methodology in GHG protocol for Scope 3. • Waste Generated in Operations data are calculated using the waste-type specific method • Downstream Leased Assets data are calculated using the lessor-specific method					

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 305-3 <-> TCFD - Metrics and Targets A) *
Metrics and Targets B - Scope 3 GHG Emissions (GRI Standards - Disclosure 305-3 <-> TCFD - Metrics and Targets B - Scope 3) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 305-3 <-> TCFD - Metrics and Targets C) *

GHG Emissions Intensity GRI 305-4

Environmental / Emissions / GHG Emissions Intensity GRI 305-4

GHG emissions intensity

	Denominator	2021	2020	2019	2018
GHG emissions intensity ratio:	sq ft, by year	.0164	.0159	.0166	
List of gases included: CO2, CH4, N2O	Types of greenhouse gas emissions included: Direct (Scope 1) Indirect (Scope 2)				

Additional Comments

In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration.

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.

References:

📄 Keysight's Response to Climate Change

📄 CDP Reporting

📄 GHG Verification Statement FY19, FY20 and FY21

📄 Keysight Commits to Science Based Targets Initiative

📄 Keysight Technologies Commits to Net Zero Emissions by End of 2040

📄 Keysight Technologies Net Zero Emissions in Company Operations

📄 2021 Keysight Corporate Social Responsibility Report

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 305-4 <-> TCFD - Metrics and Targets A) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 305-4 <-> TCFD - Metrics and Targets C) *

Reduction Of GHG Emissions GRI 305-5

Environmental / Emissions / Reduction Of GHG Emissions GRI 305-5

Reduction of GHG emissions

Unit:	tCO2e	Denominator	2021	2020	2019	2018
Total GHG reductions:		Type of GHG emissions that have been reduced Direct (Scope 1) Indirect (Scope 2)	51	1,420	0	
List of gases included: CO2 CH4 N2O		Base year or baseline: 96,711				
Rationale for choosing base year: Fiscal year 2019 has been established as our baseline year for Keysight's target for net zero GHG emissions in company operations by end of fiscal year 2040 and interim goals.						
Standards, methodologies, and assumptions used IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; **Scope 1:** 2012 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 2008 for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies.						

Additional Comments

In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration.

The company's total Scope 1 and Scope 2 Market-Based Emissions has decreased by 0.05% since our fiscal year 2019 baseline. In fiscal year 2021, Keysight committed to and began planning toward our goal to achieve net zero emissions in company operations by end of fiscal year 2040, in alignment with the Paris Agreement's preferred goal to limit global warming to 1.5°C.

Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.

FY21 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle.
FY20 Boeblingen, Germany data has been adjusted now that actual data is available.

References:

📄 [Keysight's Response to Climate Change](#)

📄 [Keysight Commits to Science Based Targets Initiative](#)

📄 [Keysight Technologies Commits to Net Zero Emissions by End of 2040](#)

📄 [Keysight Technologies Net Zero Emissions in Company Operations](#)

📄 [GHG Verification Statement FY19, FY20 and FY21](#)

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 305-5 <-> TCFD - Metrics and Targets A) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 305-5 <-> TCFD - Metrics and Targets C) *

Emissions Of Ozone-Depleting Substances (ODS GRI 305-6

Environmental / Emissions / Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Emissions of ozone-depleting substances (ODS)

Reason for Omission:
Not Applicable
Explain why the disclosure or the requirement is considered 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.

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 305-6 <-> TCFD - Metrics and Targets A) *

Nitrogen Oxides (NOx, Sulfur Oxides (SOx, and Other Significant Air Emissions GRI 305-7

Environmental / Emissions / Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

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

Reason for Omission:
Confidentiality Constraints
Describe the specific confidentiality constraints.
Keysight complies with all legal requirements of air permits and associated reporting requirements.

Cross-referenced Data Requests TCFD

Metrics and Targets A - Metrics used by the Organization (GRI Standards - Disclosure 305-7 <-> TCFD - Metrics and Targets A) *
Metrics and Targets C - Targets used by the Organization to Manage Climate Related Risks (GRI Standards - Disclosure 305-7 <-> TCFD - Metrics and Targets C) *

Waste

Management Approach: Waste GRI 103-1, 103-2, 103-3

Environmental / Waste / Management Approach: Waste GRI 103-1, 103-2, 103-3

Explanation of Waste as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 306 Waste	
103-1: Explanation of the material topic and its Boundary	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", "Material Sourcing" and "Circular Economy" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Policies/Regulatory/Compliance – 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; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's efforts to ensure environmental compliance are an integral part of our CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal KPI to ensure we meet our objectives and targets.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight CSR Management System](#)

Waste Generation and Significant Waste-related Impacts GRI 306-1

Environmental / Waste / Waste Generation and Significant Waste-related Impacts GRI 306-1

Waste generation and significant waste-related impacts

Inputs, activities, and outputs that lead or could lead to these impacts

Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention, and partners with our suppliers and contractors to better achieve our goals; our ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impact from our operations. Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention, and partners with our suppliers and contractors to better achieve these goals; our ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impact from our operations.

Keysight focuses on continuous improvements to maintain incremental forward progress in creating greater sustainability across our global sites. We aim to consistently analyze our processes that generate waste and look at ways to continually improve. As such, steps are taken 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, we focus on continuous improvements to maintain incremental forward-progress in creating greater sustainability across the globe. We look at waste in so many ways, not just on the specific number but on processes where we can reduce any potential waste. Our aim is to constantly analyze process and look at ways to continuously improve to reduce potential impacts.

With this approach, we've had successes that range from diverting batteries from landfills, expanding our composting program, and increasing our employee environmental awareness, to subscribing to a circular economy model for our product lifecycle. One example in the circular economy space is our product take-back and trade-in programs that refurbish equipment and in-turn help reduce the impact on the environment.

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

Keysight will continue to achieve operational excellence through the use of LEAN principles — an ongoing company practice that defines the way we approach and act on our operations, but upstream and downstream. We use this process, among other efforts, to continuously identify and eliminate waste where possible.

Steps are taken 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. Subscribing to a circular economy model for our product lifecycle, our global product take-back and trade-in programs that refurbish equipment and in-turn help reduce the impact on the environment.

References:

📄 [Keysight ISO 14001:2015 Certification](#)

📄 [Keysight Circular Economy](#)

📄 [Keysight's Environmental, Health & Safety Commitment](#)

📄 [CSR - The Environment](#)

📄 [Q&A with Keysight's Global Environmental and Sustainability Manager](#)

📄 [Keysight Take Back Program](#)

Management of Significant Waste-related Impacts GRI 306-2

Environmental / Waste / Management of Significant Waste-related Impacts GRI 306-2

Management of significant waste-related impacts

Waste generation prevention and impact management

Keysight has 3 categories of waste – solid, electronic and hazardous waste and each waste category is processed differently based on the specific type of waste. However, regardless of the category, they all fall within the purview of Keysight's environmental, health and safety commitment and steps are taken at every possible stage to reduce the amount of waste, and finding alternate methods of use or disposal to limit the impact on the environment.

- 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 our larger sites with more employees. Keysight also tries to recycle waste like plastics, carton boxes, and wooden pallets into other usable products or simply reuse 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 when generated at our sites. In addition, Keysight has approved vendors who are permitted and licensed to safely transport and dispose of hazardous waste generated.
- Electronic waste generated (e.g. obsolete electronic equipment, IT cables, computer monitors and accessories), is picked up by Keysight's approved electronic waste vendors and disposed of properly. In some cases, we will destroy the equipment on-site before handing it off to a Keysight approved vendor.

Keysight also subscribes to the principles of circular economy 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 main contribution to a Circular Economy is 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.

Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention per our Global EHS policy, and partners with our suppliers and contractors to better achieve these goals; our ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impact from our operations.

Third party waste management and oversight processes

Keysight's third party waste management companies that have been approved by our internal EHS teams as adherence to our Procurement Policy.

Keysight also prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention, and partners with our suppliers and contractors to better achieve these goals; our ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impact from our operations.

Processes used to collect and monitor waste-related data

Keysight uses a tool to collect and monitor our waste generated from our manufacturing sites. Data is entered into the tool by our EHS teams locally and reviewed to ensure accuracy of entry.

References:

📄 [Keysight Global EHS Policy](#)

📄 [Keysight ISO 14001:2015 Certification](#)

📄 [Keysight Supports the UN SDGs](#)

📄 [Keysight CSR - Our Solutions](#)

📄 [Keysight Circular Economy](#)

📄 [Keysight's Environmental, Health & Safety Commitment](#)

📄 [CSR - The Environment](#)

📄 [Q&A with Keysight's Global Environmental and Sustainability Manager](#)

Waste Generated GRI 306-3

Environmental / Waste / Waste Generated GRI 306-3

Waste generated

Waste Composition	Waste Generated in metric tons (t) 2021	Waste Generated in metric tons (t) 2020	Waste Generated in metric tons (t) 2019	Waste Generated in metric tons (t) 2018
Category: Non-hazardous + hazardous waste	7,389.25	1,777.29	2,361.03	6,562.36
Total Waste	7,389.25	1,777.29	2,361.03	6,562.36
Contextual Information: In 2021, Keysight Santa Rosa, CA site underwent a major building construction for seismic bracing to withstand a magnitude 8.0 earthquake in support of our business resiliency program. In addition, building construction at the Colorado Springs, CO sites in support of manufacturing capacity took place. These projects resulted in higher than usual solid waste and hazardous waste quantities. Solid waste from the construction site was re-use to ensure the waste does not end up in landfills.				

References:

[2021 Keysight Corporate Social Responsibility Report](#)

Cross-referenced Data Requests SASB

Hazardous Waste Generated and Recycled (GRI Standards - Disclosure 306-3 <-> SASB - RT-EE-150a.1; TC-ES-150a.1) *

Waste Diverted from Disposal GRI 306-4

Environmental / Waste / Waste Diverted from Disposal GRI 306-4

Waste diverted from disposal

Waste Composition Reporting Year FY21	Waste Diverted in metric tons (t)		
Category: Total waste (Solid +Hazardous) Diverted	4,023.13		
Total Waste Diverted	4,023.13		

Hazardous waste Reporting Year FY21	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Preparation for reuse	0	0	0
Recycling	0	173.60	173.6
Other recovery operations	0	0	0
Total			173.6

Non-hazardous waste Reporting Year FY21	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Preparation for reuse	0		0
Recycling	0	3,849.53	3,849.53
Other recovery operations	0	0	0
Total			3,849.53

Waste Prevented			
Total waste prevented in metric tons (t)	4,023.13	Baseline and methodology for this calculation Keysight non-hazardous and hazardous waste are sent to Keysight approved vendors. Our waste is then segregated into recycled, landfilled, treated (for hazardous only) and incinerated and data is sent back to Keysight for tracking purposes.	
Contextual information Quantities in metric tons NON-HAZARDOUS WASTE Recycled = 3849.53* Landfilled = 3,149.82 Incinerated = 58.75* TOTAL = 7058.10 HAZARDOUS WASTE Treated = 72.16* Incinerated = 27.29* Landfilled = 58.10 Recycled = 173.60* TOTAL = 331.15 *Total waste prevented			

References:

📄 Keysight CSR Web Site

📄 Keysight Take Back Program

📄 Keysight CSR - Our Solutions

- [Keysight Circular Economy](#)
- [Keysight's Environmental, Health & Safety Commitment](#)
- [Q&A with Keysight's Global Environmental and Sustainability Manager](#)

Cross-referenced Data Requests SASB

Hazardous Waste Generated and Recycled (GRI Standards - Disclosure 306-4 <-> SASB - RT-EE-150a.1; TC-ES-150a.1) *

Waste Directed to Disposal GRI 306-5

Environmental / Waste / Waste Directed to Disposal GRI 306-5

Waste directed to disposal

Waste Composition Reporting Year	FY21	Waste Directed in metric tons (t)		
Category: Total waste (Solid +Hazardous)		7,389.25		
Total Waste		7,389.25		
Hazardous waste Reporting Year	FY21	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (with energy recovery)		0		0
Incineration (without energy recovery)		0	27.29	27.29
Landfilling		0	58.10	58.1
Other disposal operations		0	245.76	245.76
Total				331.15
Non-hazardous waste Reporting Year	FY21	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (with energy recovery)		0	0	0
Incineration (without energy recovery)		0	58.75	58.75
Landfilling		0	3,149.82	3,149.82
Other disposal operations		0	3,849.53	3,849.53
Total				7,058.1
Contextual information Hazardous waste section 'Other disposal operations" includes hazardous waste treated + hazardous waste recycled. Non-hazardous waste section 'Other disposal operations' include solid waste recycled				

References:

Keysight CSR Web Site

Keysight Take Back Program

Keysight CSR - Our Solutions

Keysight Circular Economy

Keysight's Environmental, Health & Safety Commitment

Environmental Compliance

Management Approach: Environmental Compliance GRI 103-1, 103-2, 103-3

Environmental / Environmental Compliance / Management Approach: Environmental Compliance GRI 103-1, 103-2, 103-3

Explanation of Environmental Compliance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 307 Environmental Compliance	
103-1: Explanation of the material topic and its Boundary	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", "Material Sourcing" and "Circular Economy" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Policies/Regulatory/Compliance – 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; Environmental, Health & Safety (EHS); and General Specification for the Environment (GSE).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's efforts to ensure environmental compliance are an integral part of our CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal KPI to ensure we meet our objectives and targets.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight CSR Management System](#)

[Keysight Global EHS Policy](#)

[Keysight ISO 14001:2015 Certification](#)

[Keysight RBA Affiliate Member](#)

[Conflict Minerals Statement](#)

[Keysight Supports the UN SDGs](#)

[Keysight's Environmental, Health & Safety Commitment](#)

[CSR - The Environment](#)

Non-Compliance with Environmental Laws and Regulations GRI 307-1

Environmental / Environmental Compliance / Non-Compliance with Environmental Laws and Regulations GRI 307-1
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.

Reporting Currency: US$	2021	2020	2019	2018
Total monetary value of significant fines	0	0	0	0
Number of environmental fines paid by the company	0	0	0	0
Total number of non-monetary sanctions	0	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0	0
Data publicly available: Yes Link to disclosure:Information is available on our CSR web - refer to CSR report - https://www.keysight.com/...				

Additional Comments

There were no monetary fines in fiscal year 2021.

References:

📄 Keysight CSR Web Site

Supplier Environmental Assessment

Management Approach: Supplier Environmental Assessment GRI 103-1, 103-2, 103-3

Environmental / Supplier Environmental Assessment / Management Approach: Supplier Environmental Assessment GRI 103-1, 103-2, 103-3

Explanation of Supplier Environmental Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 308 Supplier Environmental Assessment	
103-1: Explanation of the material topic and its Boundary	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 "Materials Sourcing" material aspects. Keysight's Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world and employing a global business framework of ethical, environmentally sustainable, and socially responsible operations. To support on the environmental sustainability, Keysight intent to conserve natural resources, reduce emissions, minimize waste, and prevent pollution by adopting innovative solutions in our operational and site management practices as well as our working relationships with suppliers and contractors. We expect supplier adhere to the same standard of environmental sustainability principles that we maintain. We conduct supplier assessment to identify the potential risk on suppliers' environmental sustainability practices and a follow up due diligence could be conducted to eliminate the risk.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 Keysight's expectations for its suppliers, including ethical business practices, social responsibility, environmental sustainability, and product quality. We also outline the general requirements for restricting or prohibiting certain substances in our procured products per Keysight General Specification for the Environment. These expectations were cascaded to all new suppliers during the supplier sourcing process & expects our suppliers adhere to the Supplier Code of Conduct. Keysight has programs in place to monitor and verify our suppliers' conformance with the Supplier Code of Conduct Policy as well as Environmental requirement. The programs include communicating Keysight's requirements to all suppliers, conducting supplier assessment and conducting audit to assess on suppliers' compliance with environmental requirements including ISO 14001 and Keysight's General Specification for the Environment. Besides, we have an Environmental, Health and Safety Management (EHS) process in place to review and evaluate the new chemical substances for applicable regulatory requirements (including import/export), potential EHS risks, local permit thresholds, and Keysight material restrictions or bans. This Environmental, Health and Safety (EHS) Review will occur for any new chemicals prior to the purchase. Each chemical substance contained in the goods also shall comply with the Global Harmonized System of Classification (GHS) and Classification Labeling and Packaging (CLP). We expect supplier to provide the Safety Data Sheets or other product content information prior to or with the shipment of goods. Upon request, suppliers shall able to provide the product material chemical composition data for Keysight to verify the compliance against the applicable product chemical content restrictions. In addition, the Keysight product portfolio meets the 10 substances of the European Union (EU) Restriction of Hazardous Substances (RoHS) directive 2011/65/EU, including the delegated directive EU 2015/863 that added 4 phthalates. Keysight is committed to meeting customer demands for high reliability and we expect that our contract manufacturers (CMs) and direct material suppliers provide compliant and reliable materials. We are having a RoHS Program with several initiatives to monitor on Keysight's product compliance. Supplier is required to provide the data, whether the supplied items conform to the RoHS restrictions.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. We send out supplier compliance questionnaires to assess our key supplier's compliance status against Keysight's expectations which includes ethical business, social responsibility, and environmental sustainability practices. In fiscal year 2021, we also engaged a third-party consultant to perform an in-depth CSR assessment to our suppliers against industrial CSR practices. The suppliers' CSR performance will be reviewed during supplier performance review. As well, we also evaluate chemical suppliers' performance against technology, quality, responsiveness, delivery, cost, environmental and social responsibility factors to ensure they continuously meet our requirements. In addition, we perform data validation and assessments to ensure the direct materials suppliers comply with the restrictions on the use of certain hazardous substances in electrical and electronic equipment per the EU RoHS Directive.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Supplier Code of Conduct

📄 Keysight General Specification for the Environment

📄 Keysight CSR Management System

New Suppliers that were Screened Using Environmental Criteria GRI 308-1

Environmental / Supplier Environmental Assessment / New Suppliers that were Screened Using Environmental Criteria GRI 308-1

New suppliers that were screened using environmental criteria

% of new suppliers screened from total of new suppliers: 100

Additional Comments

Keysight's Supplier Code of Conduct establishes Keysight's expectations for our suppliers, which includes the expectations of environmental sustainability. We also outline the general requirements for restricting or prohibiting certain substances in our procured products per Keysight General Specification for the Environment. These policies and specifications will be cascaded to all new suppliers during the supplier sourcing process. All Keysight's purchase orders contain a reference to the Supplier Code of Conduct policy and Keysight General Specification for the Environment.

References:

📄	Keysight Supplier Code of Conduct	Page(s) 6 & 7
📄	Keysight General Specification for the Environment	
📄	Keysight PO's T&C	Page(s) 2

Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Environmental / Supplier Environmental Assessment / Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Negative environmental impacts in the supply chain and actions taken

Number of suppliers subject to environmental impact assessments:	2
Number of suppliers identified as having significant actual and potential negative environmental impacts:	0
Significant actual and potential negative environmental impacts identified in the supply chain:	Keysight is unaware of any suppliers having significant actual and potential negative environmental impacts.
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment:	0
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment:	0
Reason(s) for negative environmental impact terminations:	N/A

Additional Comments

Based on the audit results in fiscal year 2021, we did not observe any significant negative environmental impact during the audit period. In addition, Keysight sent out 135 supplier compliance questionnaires to our key suppliers in fiscal year 2021 to ensure greater environmental compliance with our supply chain. All required corrective actions identified during the audits were reviewed and monitored by Keysight's internal audit team before putting closure on the corrective actions. In fiscal year 2021, we also engaged a third-party consultant to perform an in-depth CSR assessment to our suppliers against industrial CSR practices. The suppliers' CSR performance will be reviewed during supplier performance review.

In addition, we perform data validation and assessments to ensure the direct materials suppliers comply with the restrictions on the use of certain hazardous substances in electrical and electronic equipment per the EU RoHS Directive.

Social

Employment

Management Approach: Employment GRI 103-1, 103-2, 103-3

Social / Employment / Management Approach: Employment GRI 103-1, 103-2, 103-3

Explanation of Employment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 401 Employment	
103-1: Explanation of the material topic and its Boundary	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 & Development" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 has many programs and policies to manage this material aspect.
	High Performance Culture: Keysight's unique and high-performance culture is a competitive advantage. At Keysight, employees treat each other with respect, driving continuous improvement through innovation and collaboration. Employees adhere to the highest standards of ethics, integrity, and compliance requirements everywhere the company does business. Employees are inspired to constantly improve and contribute to their local communities and environmental sustainability.
	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.
	Diversity and Equal Employment Policy: Keysight is committed to be an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore its 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.
	Diversity, Equity, and Inclusion Strategy and Key Impact Goals: Keysight's Global Diversity, Equity and Inclusion strategy and key impact goals support key diversity and inclusion initiatives and objectives, and are in place to timely monitor and track diversity performance.
	Harassment Policy Enforced: Requires all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements.
	Diversity Training: Fostering Inclusion and Diversity program, with certification by Yale University, was launched and is mandatory for all managers to complete (1,291 managers completed this training in fiscal year 2021).
	Invitation to Covered Veterans to Self-Identify: Keysight is committed to taking affirmative action to employ and advance in employment 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 employment of qualified disabled individuals. Disabled individuals who 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.
	Environmental Health and Safety Policy: Keysight values a healthy and safe work environment for all employees and cares for their people, the planet, and local communities where the company operates. Keysight's Total Compensation Package Includes medical and dental benefits, retirement programs, and services such as employee assistance counseling and employee leave programs. Keysight's compensation program offers a competitive base and variable bonus packages comparable with other global technology companies.
	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 also 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.
	Time-off Policy Compliant with Global Practices: Keysight provides a time-off policy through its Flexible Time Off program, providing employees paid time off for rest and recreation, vacation, personal business, personal illness or illness of family members.
	Robust Holiday Time Off: Keysight publishes a global holiday calendar with a regional, country-specific holiday plan, which benefits employees working globally.
	Parental Leave Program: U.S. enables Keysight employees to care for and/or bond with their newborn children, newly adopted children, newly placed foster children or children who were newly placed for legal guardianship with an employee. This policy goes far beyond any state or federally suggested guideline.
	Bereavement Leave: U.S. Employees are granted Paid Bereavement Leave in the case of the death of a spouse, domestic partner or child, and it is also extended to certain Paid Bereavement Leave in the case of the death of a parent, sibling, grandparent or other family member. This policy goes far beyond any state or federally suggested guideline.
	Open-Door Policy: Embedded in Keysight's culture and management practices is an Open-Door Policy that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to feel heard.
	myVoice Employee Survey: 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 real-time to drive faster action and alignment around critical business topics.
	Performance Evaluation and Development Plan: Every Keysight employee receives a performance evaluation 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.
	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.
	Educational Assistance Program (EAP): Keysight provides an Employee Educational Assistance Program for eligible employees to provide financial and management support for continuing their university or academic degree study.

	Standards of Business Conduct (SBC) Training: SBC training is an annual requirement for all Keysight employees and managers. It serves to set the expectation and accountability 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. Employee Network Groups (ENGs):ENGs at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-development opportunities. 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 various employee networks at Keysight, including the Women's Leadership Development Network, SWE Network, Next Gen Network, Keysight Leadership Network, Toast Masters Club, and more.
103-3: Evaluation of the management approach	The procedures & processes of evaluating the employment management approach include: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight diversity key impact goals are monitored, tracked and assessed through CSR KPI Dashboard. • Keysight Labor Management System (KLMS) and its repository outlines how we monitor and assess human rights and labor related risks and supports the operation and organization to follow up with improvement plans. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2021, 100% of employees completed SBC training. • Keysight also tracks and monitors pay ratio between men vs. women, new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 [Keysight Compliance Hotline](#)

📄 [Keysight Culture](#)

📄 [Keysight CSR Web Site](#)

📄 [Keysight Global EHS Policy](#)

📄 [Web Page Link of Keysight's relationship with the Society of Women Engineers](#)

📄 [Keysight Employer Awards](#)

📄 [Keysight CSR Management System](#)

📄 [Statement on Eradication of Slavery and Human Trafficking](#)

📄 [Keysight Standards of Business Conduct](#)

📄 [Keysight Affirmative Action and Equal Employment Opportunity Policy Statement](#)

📄 [Keysight Human Rights & Labor Policy](#)

📄 [2021 Keysight Corporate Social Responsibility Report](#)

New Employee Hires and Employee Turnover GRI 401-1

Social / Employment / New Employee Hires and Employee Turnover GRI 401-1

New employee hires and employee turnover

New Employee Hires			2021		2020		2019		2018	
Area of Operations	Age Group	Employee Category	Total Number	Rate	Total Number	Rate	Total Number	Rate	Total Number	Rate
Global	All age groups	Total Workforce	1,709	11.94	1,234	8.96		11.1		14.2
Employee Turnover										
Global	All age groups	Total Workforce	1,064	7.5	706	5.1		5.9		6.7
Public Disclosure No, we do not publicly disclose our employee turnover rates										

Additional Comments

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

Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2

Social / Employment / Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2

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

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations:

- ☑ Life insurance
- ☑ Accident insurance
- ☑ Adoption or fertility assistance programs
- ☑ Disability/invalidity insurance
- ☐ Mortgages and loans
- ☑ Pension plans/retirement provision
- ☑ Maternity and/or paternity leave
- ☑ Child care
- ☑ Job security initiatives for redeployment, including retraining, relocation, work-sharing and outplacement services
- ☑ Flexible workschemes and work-sharing
- ☑ Recall rights for laid-off employees
- ☑ Stock ownership
- ☑ Vacation
- ☑ Paid sick days
- ☑ PTO (including any of the following: unspecified, vacation and/or sick days)
- ☑ Insurance: Healthcare Employee
- ☑ Insurance: Healthcare Family
- ☑ Insurance: Healthcare Domestic Partner
- ☑ Insurance: Dental
- ☑ Insurance: Vision
- ☑ Insurance: AD&D
- ☑ Insurance: Short Term Disability
- ☑ Insurance: Long Term Disability
- ☑ Employee Assistance Program
- ☑ Education Benefits: Employee
- ☐ Education Benefits: Family
- ☐ Sabbatical Program
- ☑ Relocation Assistance
- ☑ Work/Life Support Program
- ☑ Wellness/Fitness Program
- ☑ Onsite Fitness Facilities
- ☑ Onsite Recreation Facilities
- ☑ Stock Options
- ☑ Stock Purchase Plan
- ☐ Employee Profit Sharing
- ☑ Retirement: Defined Benefit Plan (including pension plans)
- ☐ Childcare: Other
- ☑ Bereavement Leave
- ☐ Tuition reimbursement (other than career training)
- ☑ Gym facilities or gym fee reimbursement programs
- ☑ Higher education scholarship programs, for either employees or their relatives
- ☑ Preventative healthcare programs
- ☑ Flex scheduling
- ☑ Telecommuting options
- ☑ Public transportation subsidy
- ☑ Carpooling support programs
- ☑ Employee recognition programs
- ☑ Paid time off for employee volunteers
- ☑ Workforce training, skills, and leadership development programs
- ☑ Matching gift program
- ☑ Mentoring Program
- ☐ Others
- ☐ No additional benefits offered

- ☑ We publicly disclose one or more of the benefits we offer employees (This does not count disclosure found in the company's required filing with the SEC).

Additional 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. Our rewards are offered to eligible employees and comply with local legal requirements. Our 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' well-being 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.

Parental Leave GRI 401-3

Social / Employment / Parental Leave GRI 401-3

Parental leave

	2021	2020	2019	2018
Number of female employees by gender that were entitled to parental leave:	4,340			
Number of male employees by gender that were entitled to parental leave:	9,972			
Number of female employees by gender that took parental leave:	49			
Number of male employees by gender that took parental leave:	119			
Number of female employees who returned to work after parental leave ended:	53			
Number of male employees who returned to work after parental leave ended:	114			
Number of female employees who returned to work after parental leave ended who were still employed twelve months after their return to work:	45			
Number of male employees who returned to work after parental leave ended who were still employed twelve months after their return to work:	91			
Return to work and retention rates of female employees who returned to work after leave:	108.16			
Return to work and retention rates of male employees who returned to work after leave:	95.8			

Additional Comments

This data represents employees in Australia, Korea, Singapore, Vietnam, Belgium, *Germany, Netherlands, *Romania, Spain, Switzerland, UK, Brazil, Mexico, and the U.S.

*In Germany, it is possible to take up to 3 years of parental leave per child (this explains the higher numbers of employees who returned from parental leave when focusing solely on fiscal year 2021).
*In Romania, some employees took extended parental leave (this explains the higher numbers of employees who returned from parental leave when focusing solely on fiscal year 2021).

Keysight has always fully supported work/life balance and understood the key role it plays in each individual's success. Throughout the COVID-19 pandemic, Keysight conveyed the benefit options that employees can use based on their personal situation to support work/life balance. Keysight does not report this information but does provide the following employee benefits for parental leave:
• Protected Pregnancy's Medical Leave, Maternity Leave and Paternity Leave.
• Flexible Time Off (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 who 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 who need a break, respite, or quiet time.

References:

📄 Keysight Culture

Labor/Management Relations

Management Approach: Labor/Management Relations GRI 103-1, 103-2, 103-3

Social / Labor/Management Relations / Management Approach: Labor/Management Relations GRI 103-1, 103-2, 103-3

Explanation of Labor/Management Relations as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 402 Labor Management Relations	
103-1: Explanation of the material topic and its Boundary	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 & Development" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 has many programs and policies to manage this material aspect. myVoice Employee Survey: Keysight conducts employee surveys using the myVoice platform, which is a third-party survey 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. 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. Freely chosen Employment: Keysight supports the elimination of all forms of forced, bonded or involuntary prison labor. 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 its 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. Minimum Wages: Keysight compensates employees with wages and benefits that meet or exceed the legally required minimum. Working Hours: Keysight will not require employees to work more than the maximum hours of daily labor set by local laws. Freedom of Association: Keysight respects the rights of employees to organize in labor unions, employee unions, or group bargaining agreements (GBAs) in accordance with local laws. Standards of Business Conduct (SBC) Training: SBC training is required annually for all Keysight employees and managers. It serves to set the expectation and accountability of 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. Open-Door Policy: Embedded in Keysight's culture and management practices is an Open-Door Policy that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to feel heard. myInsight: This is an internal web-based Keysight platform that enables employees to provide suggestions and feedback or share insights. Coffee Talks: Keysight conducts Coffee Talks on site or through audio-based or video-based teleconference meetings. It is a way to keep employees up to date on important information, align on goals, key objectives and values of the company. It also provides an opportunity for employees to ask questions of management, share their insights and provide feedback. 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. RBA Affiliate Member: Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making continuous efforts and progress in driving labor and human rights.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. The procedures & 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 Key Performance Indicator (KPI) Dashboard systematically monitors and evaluates key CSR function pillars and program performance. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2021, 100% of employees completed SBC training. • Keysight tracks and monitors new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Compliance Hotline

📄 Keysight CSR Web Site

📄 Keysight CSR News, Awards and Recognition

📄 Keysight CSR Management System

📄 Statement on Eradication of Slavery and Human Trafficking

📄 Keysight Culture

📄 Keysight Affirmative Action and Equal Employment Opportunity Policy Statement

📄 Keysight Human Rights & Labor Policy

📄 2021 Keysight Corporate Social Responsibility Report

Minimum Notice Periods Regarding Operational Changes GRI 402-1

Social / Labor/Management Relations / Minimum Notice Periods Regarding Operational Changes GRI 402-1

Minimum notice periods regarding operational changes

Additional Comments

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

Occupational Health and Safety

Management Approach: Occupational Health and Safety GRI 103-1, 103-2, 103-3

Social / Occupational Health and Safety / Management Approach: Occupational Health and Safety GRI 103-1, 103-2, 103-3

Explanation of Occupational Health and Safety as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 403 Occupational Health and Safety	
103-1: Explanation of the material topic and its Boundary	This material topic most aligns with Keysight's "Employee Health, Safety, and Wellness" material aspect, but also has elements represented in our "Talent Acquisition, Retention, and Development" and "Supply Chain Labor Standards" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Policies/Regulatory/Compliance – 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; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's efforts to meet Occupational Health and Safety requirements are an integral part of our CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal KPI to ensure we meet our objectives and targets.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Global EHS Policy

📄 Keysight CSR Management System

Occupational Health and Safety Management System GRI 403-1

Social / Occupational Health and Safety / Occupational Health and Safety Management System GRI 403-1

Occupational health and safety management system

Statement of implementation
Keysight has implemented an Environmental, Health and Safety Management System (EHSMS) that includes Occupational Health. Keysight's EHSMS was implemented based on recognized risk management system standards established by ISO 14001 and ISO 45001.
• 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 our employees can work injury and illness free. We have best in class programs and are 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 ISO45001 Health and Safety Management standard as of February 22, 2022, working closely with our certification registrar, DEKRA Certification Inc. Keysight has been compliant to ISO45001 for many years which is evidenced in our Environmental, Health and Safety Policy; Environmental, Health and Safety Management System, and related internal audits conducted at applicable Keysight locations. Keysight will continue to review certification to the IS45001 standard and expand to other locations, as necessary.

Description of OHS management system scope
Keysight's EHSMS covers all company activities, employees, and non-employee workers whose work and workplace are controlled by Keysight. Health and safety is evident in every facet of Keysight – from our policies to our products and services, to the actions of every employee. Keysight demonstrates its commitment to health and safety through the following key principles.

References:

Keysight ISO 14001:2015 Certification

Keysight's Environmental, Health & Safety Commitment

Keysight ISO45001 certificate

Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2

Social / Occupational Health and Safety / Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2

Hazard identification, risk assessment, and incident investigation

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Process to identify work-related hazards and risks:

Keysight is committed to creating work environments in which our employees can work injury and illness free. We have best in class programs and are 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 Environmental, Health and Safety (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 who are trained annually in conducting safety inspections.

Process for worker reporting:

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

Policy or process for workers to remove themselves from unsafe situations:

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

Process to investigate work-related incidents:

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 Environmental, Health & Safety Commitment](#)

Occupational Health Services GRI 403-3

Occupational health services

Occupational health services' functions:

Keysight is committed to creating work environments in which our employees can work injury and illness free. We have best in class programs and are 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 also addresses furniture and seating purchased for our 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 Environmental, Health & Safety Commitment](#)

Worker Participation, Consultation, and Communication on Occupational Health and Safety GRI 403-4

Social / Occupational Health and Safety / Worker Participation, Consultation, and Communication on Occupational Health and Safety GRI 403-4

Worker participation, consultation, and communication on occupational health and safety

Details of worker participation and consultation:
Representative workers participate in safety committee meetings where they have the opportunity to comment on the development, implementation, and evaluation of the Environmental Health & Safety Management System (EHSMS). All employees can offer input through Keysight's internal Environmental, Health & Safety (EHS) web tool. Keysight EHS communicates occupational health and safety information to employees through EHS newsletters, quarterly meetings with local EHS teams, and site postings.

Details of joint management-worker health and safety committees:
Keysight CSR Governance Structure is a joint management team including EHS, HR (Human Resources), Legal, CSR (Corporate Social Responsibility) 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 who are trained annually in conducting safety inspections. An example of a cross functional team is Keysight's Emergency Response Team who 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 who voluntarily come together to identify, highlight, and help address employee-development opportunities.

References:

📄 [Keysight's Environmental, Health & Safety Commitment](#)

Worker Training on Occupational Health and Safety GRI 403-5

Social / Occupational Health and Safety / Worker Training on Occupational Health and Safety GRI 403-5

Worker training on occupational health and safety

Description of training:

As part of the Keysight's Leadership Model 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 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. We also recognize our 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 our employees. Specific occupational health and safety training is assigned following the hiring manager submitting a checklist identifying job-specific hazards. Equivalent training is required of all contracted service providers for all workers who 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 who 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 Environmental, Health & Safety Commitment](#)

Promotion of Worker Health GRI 403-6

Social / Occupational Health and Safety / Promotion of Worker Health GRI 403-6

Promotion of worker health

Worker access to non-occupational medical and healthcare services:
Benefit packages for Keysight employees include healthcare where social medicine isn't available. In addition to continuing employee benefit programs, workplace accessibility and accommodations, and employee equity programs, Keysight protected employee health and well-being throughout the COVID-19 pandemic impacts, including offering flexible work schedules, bolstering mental health options, and providing communication tools that helped keep employees connected and engaged.

For more information, see the following references:
- Crisis Management: Keysight's Business Continuity and Response to
  COVID-19
- Keysight's Response to Coronavirus (Covid-19)
- Keysight's 2021 Corporate Social Responsibility Report

Health promotion services and programs:
The health and safety of employees is the highest priority throughout our continued COVID-19 response. Keysight worked quickly with medical experts and government agencies to implement robust safety protocols and screening processes to ensure our site-based population could work safely and effectively while supporting business continuity plans. Keysight shifted some programs and amenities to virtual platforms including a full service offering of fitness, wellness and mindfulness services such as live and streaming fitness and wellness classes, personal coaching, nutrition awareness, and mindfulness tips.

References:

Keysight's Environmental, Health & Safety Commitment

Keysight's Response to Coronavirus (Covid-19)

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

2021 Keysight Corporate Social Responsibility Report

Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships GRI 403-7

Social / Occupational Health and Safety / Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships GRI 403-7

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

Approach to preventing or mitigating business relationship impacts:
Keysight maintains a best-in-class work environment to ensure the personal safety of everyone who works for Keysight. We do 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 our principles and helps Keysight achieve EHS objectives.

Keysight has internal Key Performance Indicators (KPIs) for continuous improvement towards health and safety goals, including injury and illness rates and workplace accessibility and accommodations. We continuously monitor the health and safety landscape to ensure compliance. Our 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 our EHSMS. Keysight and its facilities are routinely classified as "low-risk."

References:

[Keysight Global EHS Policy](#)

[Keysight Leadership Model (KLM)](#)

[Keysight's Environmental, Health & Safety Commitment](#)

[Keysight's Response to Coronavirus (Covid-19)](#)

[Crisis Management: Keysight's Business Continuity and Response to Crisis Events](#)

Workers Covered by an Occupational Health and Safety Management System GRI 403-8

Social / Occupational Health and Safety / Workers Covered by an Occupational Health and Safety Management System GRI 403-8

Workers covered by an occupational health and safety management system

	2021	2020	2019	2018
Number of covered employees...				
...as percentage of total work force.	100	100	100	100
Number of employees covered by internally audited system...				
...as percentage of total work force.	100	100	100	100
Number of employees covered by externally audited system...				
...as percentage of total work force.	100	100	100	100
Exclusions:				
Contextual information:				

Work-Related Injuries GRI 403-9

Social / Occupational Health and Safety / Work-Related Injuries GRI 403-9

Work-related injuries

Employees	2021	2020	2019	2018
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:	28	40	39	49
Rate of recordable work-related injuries:	0.14	0.22	0.19	0.28
Number of hours worked:	38,824,000	37,150,000	36,278,000	34,928,000
Main types of work-related injury: Cumulative Trauma, Acute Overexertion, Laceration				
Non-Employees	2021	2020	2019	2018
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
Number of hours worked:	0	0	0	0
Main types of work-related injury:				
Risks of high-consequence injury:				
Action to eliminate work-related hazards: 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				
Exclusions:				
Contextual information:				

Additional Comments

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.

Cross-referenced Data Requests SASB

Direct and Contract Employee Incident Rate (GRI Standards - Disclosure 403-9 <-> SASB - TC-ES-320a.1) *

Work-Related Ill Health GRI 403-10

Social / Occupational Health and Safety / Work-Related Ill Health GRI 403-10

Work-related ill health

Employees	2021	2020	2019	2018
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	1	0	0
Main types of work-related ill health: COVID-19				
Non-Employees	2021	2020	2019	2018
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:				
Work-related hazards that pose a risk of ill health: COVID-19				
Exclusions:				
Contextual information: Some states have a rebuttable presumption of COVID-19 being contracted at the workplace. Keysight maintains strict safety protocols but even strict precautions cannot eliminate all risk of transmission.				

Additional Comments

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

Training and Education

Management Approach: Training and Education GRI 103-1, 103-2, 103-3

Social / Training and Education / Management Approach: Training and Education GRI 103-1, 103-2, 103-3

Explanation of Training and Education as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 404 Training and Education	
103-1: Explanation of the material topic and its Boundary	Keysight has identified with 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 & Development" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Training and education programs that started in fiscal year 2020 to strengthen employees skills and the organization's resilience as well as support customers in response to the COVID-19 pandemic continued. These programs included: • New Unnormal Podcast, a Keysight Podcast to foster connections between employees and peers • Guides and support for employees to help keep them healthy, productive, and engaged despite external challenges. • Leadership Toolkit to include comprehensive leadership tools, tips and guidance to support managers better engage and connect with employees. • A selection of the best learning courses to address dynamic learning needs on ergonomics, remote work, video meetings, remote collaboration tools, etc. • Employees had access to a wide range of programs, workshops, classes and resources to excel in their roles and the have the opportunity to connect with each other. Other highlights of Keysight employee and leadership training and development programs include: High Performance Culture: Keysight's unique and high-performance culture is a competitive advantage. At Keysight, employees treat each other with respect, driving continuous improvement through innovation and collaboration. Employees adhere to the highest standards of ethics, integrity, and compliance requirements everywhere the company does business. Employees are inspired to constantly improve and contribute to their local communities and environmental sustainability. Keysight Leadership Model (KLM): KLM is a blueprint for everything Keysight does to continuously drive greater value for 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 and enables a company-wide training, which has led to off-the-charts employee engagement. Performance Evaluation and Development Plan: Every Keysight employee receives a performance evaluation 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. 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. Keysight Leadership Development: Keysight designs and implements various leadership development programs including the required New Manager Launch Series program, Executive Online Development Program, and an Advanced Leadership Program. These programs allow participants to learn from the best, leading-edge leadership research and methodologies, and are segmented to different tiers of management to optimize the productivity and potential of employees and teams. In 2021, 247 new Keysight managers completed the Launch Series program. Diversity, Equity, and Inclusion Training: • Fostering Inclusion and Diversity program, with certification by Yale University, was launched and is mandatory for all managers. 1,291 managers completed this program in fiscal year 2021. • Two courses were assigned to hiring managers in 2021: Developing Job Descriptions and Market Inclusively with 249 completions and Select - The Neuroscience of Better Hiring, with 185 hiring managers completing. Educational Assistance Program (EAP): Keysight provides an Employee Educational Assistance Program for eligible employees to provide financial and management support for continuing their university or academic degree study. Standards of Business Conduct (SBC) Training: SBC training is required annually for all Keysight employees and managers. It serves to set the expectation and accountability 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. Mentorship Program: 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. Beginning in 2021, all new hires are invited to participate in New Hire Mentoring on a voluntary basis to learn about Keysight culture and begin to build their network. Employee Network Groups (ENGs): ENGs at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-defined development opportunities, and which fall within the context of 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 various ENGs at Keysight, including the Women's Leadership Development Network, SWE Network, Next Gen Network, Keysight Leadership Network, Toast Masters Club, etc.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. 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 we use the Kilpatrick Model. • Keysight tracks the average training hour per employee and surveys participant satisfaction for each training and development program. • In fiscal year 2021, Keysight Leadership Model (KLM) training engaged 87% employees worldwide. SBC training reached 100% completion rate, and 100% of Keysight employees received performance feedback.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight Culture](#)

[Keysight CSR Web Site](#)

[Keysight CSR Management System](#)

[Keysight Standards of Business Conduct](#)

[Keysight Leadership Model (KLM)](#)

Average Hours of Training Per Year Per Employee GRI 404-1

Social / Training and Education / Average Hours of Training Per Year Per Employee GRI 404-1

Average hours of training per year per employee

Employee category	Male 2021	Female 2021	Male 2020	Female 2020	Male 2019	Female 2019	Male 2018	Female 2018
Gender	13.47	16.15	12.16	14.63	15.15	13.61	6.52	5.18
Overall Average:	14.29	14.29	12.87	12.87	14.68	14.68	6.11	6.11

Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

Programs for upgrading employee skills and transition assistance programs

At Keysight, learning is a lifelong pursuit that creates a mindset of professional growth and continuous improvement. Keysight is committed to providing a learning environment and relevant development resources to support employees' continuous development, enhance their skills as well as knowledge and productivity to achieve current and future business objectives.

To continue to strengthen employees, the organization's resilience, and continue to support customers in response to COVID-19 pandemic, many initiatives and trainings started in FY20 continued:
• New Unnormal Podcast: a Keysight Podcast to foster connections between employees and peers
• Guides and support for employees to help keep them healthy, productive, and engaged despite external challenges
• Leadership Toolkit: includes comprehensive leadership tools, tips and guidance to support managers better engage and connect with employees
• A selection of the best learning courses to address dynamic learning needs on ergonomics, effectively working remotely, video meetings, remote collaboration tools, etc.
• Employees had access to a wide range of programs, workshops, classes and resources to excel in their roles and have the ability to connect with each other.

Other programs for upgrading employee skills and transition assistance programs include the following:
Keysight Learning Platform: Platform offers robust training and development programs, as well as learning resources.

Diversity, Equity, and Inclusion training: Fostering Inclusion and Diversity program, with certification by Yale University, was launched in fiscal year 2021, and 1,291 managers completed the program.

Keysight Leadership Model (KLM): 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.

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.

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

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.

Keysight Leadership Development: Keysight designs and implements various leadership development programs, including the Launch Series program for new managers, Executive Online Development Program, and an Advanced Leadership Program. These programs allow participants to learn from the best, leading-edge leadership research and methodologies, and are segmented to different tiers of management to optimize the productivity and potential of employees and teams. In 2021, 247 new Keysight managers completed the Launch Series.

Mentorship Program: 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 the passion, performance and potential of employees by strengthening their connection to their organization, business and team while supporting them in delivering business results. Beginning in 2021, all new hires are invited to participate in New Hire Mentoring on a voluntary basis to learn about Keysight culture and begin to build their network.

Global Employee Network Groups (ENGs): Employee network groups at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-development opportunities, and which fall within the context of 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 also various employee networks at Keysight including the Women's Leadership Development Network, SWE Network, Next Gen Network, Keysight Leadership Network, Toastmasters Club, etc.

References:

📄 Keysight Culture

📄 Keysight Leadership Model (KLM)

Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Social / Training and Education / Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Percentage of employees receiving regular performance and career development reviews

Employee Category	Male 2021	Female 2021	Total 2021	Male 2020	Female 2020	Total 2020	Male 2019	Female 2019	Total 2019	Male 2018	Female 2018	Total 2018
Total workforce	100	100	100	100	100	100	100	100	100	100	100	100

Diversity and Equal Opportunity

Management Approach: Diversity and Equal Opportunity GRI 103-1, 103-2, 103-3

Social / Diversity and Equal Opportunity / Management Approach: Diversity and Equal Opportunity GRI 103-1, 103-2, 103-3

Explanation of Diversity and Equal Opportunity as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 405 Diversity and Equal Opportunity	
103-1: Explanation of the material topic and its Boundary	Keysight has identified with 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" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 management approach on Diversity and Equal Opportunities includes: Diversity, Equity, and Inclusion Strategy and Key Impact Goals. Keysight's Global Diversity and Inclusion strategy and key impact goals support key diversity and inclusion initiatives and objectives, and to timely monitor and track diversity performance. Harassment policy: Keysight's harassment policy was enforced, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements. Diversity, Equity, and Inclusion Training: • Fostering Inclusion and Diversity program, with certification by Yale University, was launched and is mandatory for all managers to complete; 1,291 managers completed this program in FY21. • In 2021, two programs were introduced for hiring managers to develop more diverse and inclusive hiring practices. The two programs are "Develop Job Descriptions and Market Inclusively" and "Select - The Neuroscience of Better Hiring." 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. 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. Diversity and Equal Employment Policy: Keysight is committed to being an equal opportunity employer. Salary ratio: In 2021, Keysight maintained nearly 1:1 salary ratio worldwide of women to men based on average compa-ratio. Invitation to Covered Veterans to Self-Identify: Keysight is committed to taking affirmative action to employ and advance employment for qualified covered veterans. Invitation to Individuals with Disabilities to Self-Identify: Keysight is committed to taking affirmative action to employ and advance employment of qualified disabled individuals. Disabled individuals who 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. Diversity is included in New Hire Orientation: Diversity, equity, and inclusion is part of Keysight's culture and is included in the company's New Hire Orientation globally. Every new employee is required to attend a New Hire Orientation session within their first 60 days with the company and are invited to enroll in the voluntary New Hire Mentoring Program. Keysight's Relationship with the Society of Women Engineers (SWE): Keysight has a long-standing relationship with the Society of Women Engineers (SWE). Keysight strives to support the success and advancement of women engineers in the workplace, and to empower and inspire employees to reach their full potential, feel supported, be connected and inspired. In 2021, the company continued to invest in employee growth and increase a sense of belonging through sponsorship of SWE. Standards of Business Conduct (SBC) Training: SBC training is required annually for all Keysight employees and managers. It serves to set the expectation and accountability 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. 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight evaluates the effectiveness of this material topic through various mechanisms: • Keysight diversity key impact goals are monitored, tracked and assessed through CSR KPI Dashboard • Keysight Labor Management System (KLMS) and its repository monitors and assesses human rights and labor related risks and supports the operation and organization to follow up with improvement plans. • 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. • Keysight evaluates the completion rate of SBC. In fiscal year 2021, 100% of employees completed SBC training. • Keysight also tracks and monitors pay ratio between men vs. women, new hires by gender and race, turn-over rate, annual review total rewards and benchmarks with market data • Keysight also participated in the Great Places to work survey.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

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References:

[Keysight Diversity and Equal Opportunity Policy](#)

[Keysight Culture](#)

[Keysight CSR Web Site](#)

[Web Page Link of Keysight's relationship with the Society of Women Engineers](#)

[Keysight CSR News, Awards and Recognition](#)

[Keysight CSR Management System](#)

[Keysight Affirmative Action and Equal Employment Opportunity Policy Statement](#)

[Keysight Compliance Hotline](#)

[Keysight Human Rights & Labor Policy](#)

[Diversity and Inclusion at Keysight](#)

Diversity of Governance Bodies and Employees GRI 405-1

Social / Diversity and Equal Opportunity / Diversity of Governance Bodies and Employees GRI 405-1

Diversity of governance bodies and employees

	Male			Female			Minority or Vulnerable Group			Age groups		
	Number	%		Number	%		Number	%		% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Governance body (e.g., board) members	7	70%		3	30%		1	10%		0	10%	90%
	Male			Female			Minority Groups			Age groups		
Employees by job category (per company breakout)	Global number	% in home country	Global %	Global number	% in home country	Global %	Global number	% in home country	Global %	% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Total	9,972			4,340						13%	58%	29%
Managers	1,313			401						0.4%	59%	40%
Employee Average Age: 44.0												
Data publicly available: No												

Additional Comments

Keysight has minority data for countries where this reporting is required. Employee headcount not inclusive of personnel in acquired companies that were not yet fully integrated in fiscal year 2021.

Cross-referenced Data Requests SASB

Employee Representation - Gender (GRI Standards - Disclosure 405-1 <-> SASB - TC-HW-330a.1; TC-SI-330a.3) *
Employee Representation - Race/Ethnicity (GRI Standards - Disclosure 405-1 <-> SASB - TC-HW-330a.1; TC-SI-330a.3) *

Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Social / Diversity and Equal Opportunity / Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Ratio of basic salary and remuneration of women to men

Employee Category / Location	2021 Ratio	2020 Ratio	2019 Ratio	2018 Ratio
USA Active, Regular	1:0.98	1:0.99	1:0.99	1:0.99
Malaysia Active, Regular	1:0.97	1:0.98	1:0.97	1:0.98
China Active, Regular	1: 0.98	1:0.97	1:0.99	1:1
India Active, Regular	1: 0.97	1:0.98	1:0.98	1:0.97
Japan Active, Regular	1:0.99	1:0.99	1:0.98	1:0.97
Germany Active, Regular	1:0.89	1:1.01	1:1	1:1
Spain Active, Regular	1.0.99	1:1.01	1:0.99	1:1
Singapore Active, Regular	1:1.02	1:1.02	1:1	1:0.97
UK Active, Regular	1:0.97	1:0.97	1:0.98	1:0.97
Taiwan Active, Regular	1:1.04	1:1.03	1:1.02	1:1.04
Korea Active, Regular	1:1	1:1.01	1:1.04	1:1.04
France Active, Regular	1:0.96	1:0.93	1:0.93	1:0.92
Romania Active, Regular	1:0.95	1:0.99	1:0.97	1:0.97
Finland Active, Regular	1:0.93	1:0.93	1:0.91	1:0.90
Canada Active, Regular	1:1.02	1:1.09	1:1.07	1:1.08
Italy Active, Regular	1:1	1:0.99		
Total Home Country:				
Total Worldwide:	1:0.97	1:0.98	1:0.98	1:0.98
Organization breaks out gender pay gap:				
Definition of "significant location": Countries and areas with 100+ Headcount.				

Additional Comments

Reported as Men:Women. Based on average compa ratio, with compa ratio being the salary divided by the job's pay reference point. Romania, Finland, Canada, and Italy's data was included due to 100+ headcount.

Non-Discrimination

Management Approach: Non-discrimination GRI 103-1, 103-2, 103-3

Social / Non-Discrimination / Management Approach: Non-discrimination GRI 103-1, 103-2, 103-3

Explanation of Non-discrimination as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 406 Non-Discrimination	
103-1: Explanation of the material topic and its Boundary	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" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 management approach and its components on Non-Discrimination include: Diversity and Inclusion Strategy and Key Impact Goals: Keysight's Global Diversity and Inclusion strategy and key impact goals support key diversity and inclusion initiatives and objectives, and are in place to timely monitor and track diversity performance. Harassment Policy: Harassment policy was enforced, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements. Diversity, Equity, and Inclusion training: Fostering Inclusion and Diversity, with certification by Yale University, is mandatory for all managers (1,291 completed this training in fiscal year 2021). 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. 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 its 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. Invitation to Covered Veterans to Self-Identify: Keysight is committed to taking affirmative action to employ and advance in employment 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 who 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. New Hire Orientation: Diversity, equity, and inclusion are a part of Keysight's culture and is included in company's New Hire Orientation globally. Every new employee is required to attend a New Hire Orientation session within their first 60 days with the company. Standards of Business Conduct (SBC) Training: SBC training is required annually for all Keysight employees and managers. It serves to set the expectation and accountability 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. Open-Door Policy: Embedded in Keysight's culture and management practices is an Open-Door Policy that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to feel heard. 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. RBA Affiliate Member: Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making continuous efforts and progress in driving labor and human rights.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight evaluate the effectiveness of programs in this area through various mechanisms: • Keysight's CSR Key Performance Indicator (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 Labor Management System (KLMS) and its repository monitors and assesses human rights and labor related risks and supports the operation and organization to follow up with improvement plans. • 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. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2021, 100% of employees completed SBC training. • Keysight tracks and monitors pay ratio men vs. women, new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q. We also have regionally specific non-harassment trainings for managers of employees in specific locations, where local laws require such training.

References:

📄 [Keysight Compliance Hotline](#)

📄 [Keysight CSR Web Site](#)

- [Keysight CSR Management System](#)
- [Statement on Eradication of Slavery and Human Trafficking](#)
- [Keysight Standards of Business Conduct](#)
- [Keysight Affirmative Action and Equal Employment Opportunity Policy Statement](#)
- [Keysight Human Rights & Labor Policy](#)

Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Social / Non-Discrimination / Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Incidents of discrimination and corrective actions taken

	2021	2020	2019	2018		
Total number of incidents of discrimination	0	0	0	0		
Incidents (reporting year only)					Status of incident	Corrective actions taken
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Freedom of Association and Collective Bargaining

Management Approach: Freedom of Association and Collective Bargaining GRI 103-1, 103-2, 103-3

Social / Freedom of Association and Collective Bargaining / Management Approach: Freedom of Association and Collective Bargaining GRI 103-1, 103-2, 103-3

Explanation of Freedom of Association and Collective Bargaining as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 407 Freedom of Association and Collective Bargaining	
103-1: Explanation of the material topic and its Boundary	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 "Supply Chain Labor Standards" and "Talent Acquisition, Retention & Development" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 has many programs and policies to manage this material aspect including the following systems and policies.

Keysight Labor Management System (KLMS): KLMS and labor compliance repository was developed to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assess labor compliance and drive continuous improvement.

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.

Freedom of Association: Keysight respects the rights of employees to organize in labor unions, employee unions, or group bargaining agreements (GBAs) in accordance with local laws.

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.

RBA Affiliate Member: Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making continuous efforts and progress in driving labor and human rights. |
| 103-3: Evaluation of the management approach | The Keysight Corporate Social Responsibility (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.

Keysight evaluates the effectiveness programs in this area through various mechanisms:

• Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
• 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.
• Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2021, 100% of employees completed SBC training.
• Keysight tracks and monitors new hires, turn-over rate, annual review total rewards and benchmarks with market data.
• Keysight also participated in the Great Places to work survey. |

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Compliance Hotline

📄 Keysight CSR Web Site

📄 Keysight CSR Management System

📄 Keysight Human Rights & Labor Policy

Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1

Social / Freedom of Association and Collective Bargaining / Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

There were no incidents. Keysight follows the laws of each country in which we operate.

References:

[Keysight Supplier Code of Conduct](#)

[Keysight CSR Management System](#)

[Statement on Eradication of Slavery and Human Trafficking](#)

[Keysight Commitment to Human Rights and Labor](#)

[Keysight Human Rights & Labor Policy](#)

Child Labor

Management Approach: Child Labor GRI 103-1, 103-2, 103-3

Social / Child Labor / Management Approach: Child Labor GRI 103-1, 103-2, 103-3

Explanation of Child Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 408 Child Labor	
103-1: Explanation of the material topic and its Boundary	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 "Supply Chain Labor Standards" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 has many programs and policies to manage this material topic including the following systems and policies. Keysight Labor Management System (KLMS): KLMS and labor compliance repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and timely assess labor compliance and drive continuous improvement. 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. 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. 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. Standards of Business Conduct (SBC) Training: SBC training is required annually for all Keysight employees and managers. It serves to set the expectation and accountability 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 daily. 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. 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 Policy and the SBC. The Supplier Code of Conduct requires 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." 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. RBA Affiliate Member Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making continuous efforts and progress in driving labor and human rights.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight evaluates the effectiveness of this material topic through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • 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 timely assess labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2021, 100% of employees completed SBC training. • Keysight also participated in the Great Places to work survey.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

- Keysight Compliance Hotline
- Keysight Supplier Code of Conduct
- Statement on Eradication of Slavery and Human Trafficking
- Keysight Standards of Business Conduct
- Keysight CSR Management System
- Keysight Human Rights & Labor Policy
- Keysight Commitment to Human Rights and Labor

Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Social / Child Labor / Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Operations and suppliers at significant risk for incidents of child labor

Keysight is unaware of any operations or suppliers identified as having significant risk for incidents of child labor. Keysight has established a Supplier Code of Conduct Policy. In addition, Keysight also requires supplier compliance to 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.

References:

📄 [Keysight Supplier Code of Conduct](#)

📄 [Keysight CSR Management System](#)

📄 [Keysight Human Rights & Labor Policy](#)

📄 [Keysight Commitment to Human Rights and Labor](#)

Forced or Compulsory Labor

Management Approach: Forced or Compulsory Labor GRI 103-1, 103-2, 103-3

Social / Forced or Compulsory Labor / Management Approach: Forced or Compulsory Labor GRI 103-1, 103-2, 103-3

Explanation of Forced or Compulsory Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 409 Forced or Compulsory Labor	
103-1: Explanation of the material topic and its Boundary	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 "Talent Acquisition, Retention & Development" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 has many programs and policies to manage this material topic which include: Keysight Labor Management System (KLMS): KLMS and labor compliance 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. 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. 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. 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 describes Keysight's approach to engaging employees and our supply chain to eliminate forced and bonded labor and support assessing and addressing the risk of slavery and human trafficking. Standards of Business Conduct (SBC) Training: SBC training is an annual requirement for all Keysight employees and managers. It serves to set the expectation and accountability 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 daily. 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. 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 Policy and the SBC. The Supplier Code of Conduct requires 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." 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. RBA Affiliate Member: Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making continuous efforts and progress in driving labor and human rights.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight evaluates the effectiveness of this material topic through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • 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. • Keysight evaluates the completion rate of Standards of Business Conduct (SBC) employee training annually. In fiscal year 2021, 100% of employees completed SBC training. • Keysight tracks and monitors new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight Compliance Hotline](#)

[Keysight CSR Web Site](#)

📄 [Keysight CSR Management System](#)

📄 [Statement on Eradication of Slavery and Human Trafficking](#)

📄 [Keysight Standards of Business Conduct](#)

📄 [Keysight Supplier Code of Conduct](#)

📄 [Keysight Human Rights & Labor Policy](#)

Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1

Social / Forced or Compulsory Labor / Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

We are unaware of any operations and suppliers having a significant risk for incidents of forced or compulsory labor. 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"). We maintain Keysight's Supplier Code of Conduct and Human Rights and Labor Policy that strictly prohibit the use of slavery or human trafficking in our 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." We expect 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.

We also closely monitor compliance with the human rights related regulations. In July 2020, the U.S. Department of State, the U.S. Department of Treasury, the U.S. Department of Commerce, and the U.S. Department of Homeland Security (DHS) jointly issued a Business Advisory to notify U.S. companies of potential human rights issues, involving Uyghurs and other Muslim minority groups, within the Xinjiang Uyghur Autonomous Region (XUAR) region of China. In compliance with this rule, Keysight had conducted a Xinjiang Supply Chain Screening to ensure we are not sourcing from any supply chain partners that conduct operations directly within the XUAR or if located outside of the XUAR, utilize labor resources from the XUAR.

In addition, Keysight conducts assessments with our key suppliers to assess their compliance status against Keysight's Supplier Code of Conduct Policy. 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.

References:

📄 Keysight Supplier Code of Conduct	Page(s) 5 & 6
📄 Statement on Eradication of Slavery and Human Trafficking	
📄 Keysight Human Rights & Labor Policy	

Security Practices

Management Approach: Security Practices GRI 103-1, 103-2, 103-3

Social / Security Practices / Management Approach: Security Practices GRI 103-1, 103-2, 103-3

Explanation of Security Practices as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 410 Security Practices	
103-1: Explanation of the material topic and its Boundary	This material topic most aligns with Keysight's "Employee Health, Safety, and Wellness" material aspect, but also has elements represented in our "Supply Chain Labor Standards" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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. Policies/Regulatory/Compliance – The company implements a strong governance structure with documented processes.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's efforts towards security practices are an integral part of our CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal KPI to ensure we meet our objectives and targets. Keysight's security policy has been developed to enhance the security of Keysight's people, property and proprietary assets and to establish basic security thresholds and responsibilities for Keysight employees

Additional Comments

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

References:

📄 Keysight CSR Management System

Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Social / Security Practices / Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Security personnel trained in human rights policies or procedures

	2021	2020	2019	2018
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	100	100	100
Training requirements regarding human rights issues also apply to third party organizations providing security personnel　　　　Yes				

Additional Comments

  Keysight has outsourced its security function to a reputable international security provider. This company trains 100% of its employees in human rights issues.

Rights of Indigenous Peoples

Management Approach: Rights of Indigenous Peoples GRI 103-1, 103-2, 103-3

Social / Rights of Indigenous Peoples / Management Approach: Rights of Indigenous Peoples GRI 103-1, 103-2, 103-3

Explanation of Rights of Indigenous Peoples as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 411 Rights of Indigenous Peoples	
103-1: Explanation of the material topic and its Boundary	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 "Supply Chain Labor Standards" and "Local Community" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 has many programs and policies to manage this area which include: Keysight Labor Management System (KLMS) KLMS and labor compliance 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. 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. 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 its 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. Standards of Business Conduct (SBC) Training: SBC training is required annually for all Keysight employees and managers. It serves to set the expectation and accountability 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 daily. 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. Open-Door Policy: Embedded in Keysight's culture and management practices is an Open-Door Policy that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to feel heard. 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. RBA Affiliate Member: Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making continuous efforts and progress in driving labor and human rights.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight evaluate the effectiveness programs in this area through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • 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 assesses labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2021, 100% of employees completed SBC training. • Keysight tracks and monitors new hires, turn-over rate, annual review total rewards and benchmarks with market data. • Keysight also participated in the Great Places to work survey.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight Compliance Hotline](#)

[Keysight CSR Web Site](#)

[Keysight CSR Management System](#)

[Keysight Standards of Business Conduct](#)

[Keysight Affirmative Action and Equal Employment Opportunity Policy Statement](#)

[Keysight Human Rights & Labor Policy](#)

Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Social / Rights of Indigenous Peoples / Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Incidents of violations involving rights of indigenous peoples

	2021	2020	2019	2018		
Total number of identified incidents involving indigenous rights	0	0	0	0		
Incidents (reporting year only)					Status of incident	Actions taken
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Additional Comments

There were no identified violations of rights of indigenous people.

Human Rights Assessment

Management Approach: Human Rights Assessment GRI 103-1, 103-2, 103-3

Social / Human Rights Assessment / Management Approach: Human Rights Assessment GRI 103-1, 103-2, 103-3

Explanation of Human Rights Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 412 Human Rights Assessment	
103-1: Explanation of the material topic and its Boundary	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 "Talent Acquisition, Retention & Development" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 has many programs and policies to manage this material topic including: Keysight Labor Management System (KLMS): KLMS and labor compliance repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and timely assess labor compliance and drive continuous improvement. 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 various regions. Open-Door Policy: Embedded in Keysight's culture and management practices is an Open-Door Policy that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to feel heard. RBA Affiliate Member: Keysight is an Affiliate Member of the Responsible Business Alliance (RBA) and is committed to making continuous efforts and progress in driving labor compliance and protecting human rights.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight evaluates the effectiveness of this material topic through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight Labor Management System (KLMS) and its repository was 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 2021, 100% of employees completed SBC training. • Keysight also participated in the Great Places to work survey.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Compliance Hotline

📄 Keysight CSR Web Site

📄 Keysight CSR Management System

📄 Keysight Standards of Business Conduct

📄 Keysight Human Rights & Labor Policy

Operations That Have Been Subject to Human Rights Reviews or Impact Assessments GRI 412-1

Social / Human Rights Assessment / Operations That Have Been Subject to Human Rights Reviews or Impact Assessments GRI 412-1

Total number and percentage of operations that have been subject to human rights reviews or impact assessments.

Additional Comments

In fiscal year 2021, there were no Keysight operations that were subject to human rights reviews or assessments.

References:

📄 [Statement on Eradication of Slavery and Human Trafficking](#)

📄 [Keysight CSR Management System](#)

📄 [Keysight Human Rights & Labor Policy](#)

📄 [Keysight Commitment to Human Rights and Labor](#)

Employee Training on Human Rights Policies or Procedures GRI 412-2

Social / Human Rights Assessment / Employee Training on Human Rights Policies or Procedures GRI 412-2

Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

	2021	2020	2019	2018
Total number of hours devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations:				
Percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations:	100%	100%	100%	100%

Additional Comments

Every Keysight employee completes Standards of Business Conduct (SBC) training annually and confirms their awareness of the SBC, which touches on the topic of human rights policies and procedures. In fiscal year 2021, 100% of Keysight employees confirmed their awareness of the SBC; however, Keysight does not track hours of training.

During onboarding, every Keysight employee takes SBC training. This training covers Keysight's SBC as a whole (the topics covered in the SBC are available in the table of contents linked in the references). Then, on an annual basis, every Keysight employee has to affirm their understanding of the SBC (in its entirety). Each employee is also required to take an annual training that we call "SBC+." SBC+ covers a subset of the topics from the SBC, and the topic(s) change each year.

In addition to SBC training, Keysight has a variety of other computer-based training, including a zero-tolerance harassment training for managers that is delivered regionally and diversity training that is embedded in our New Hire Orientation sessions, which every new employee worldwide is required to attend within their first 60 days with the company.

Other employee and location-specific training includes Managing within the Law (U.S.), Responsible Business Alliance (RBA) Awareness Training (Malaysia-annual), Data Privacy training, and Fostering Inclusion and Diversity training for managers, which was launched in fiscal year 2020 and has continued in fiscal year 2021.

References:

Keysight Standards of Business Conduct

Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening GRI 412-3

Social / Human Rights Assessment / Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening GRI 412-3

Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.

Definition of 'significant investment agreements': In this context, Keysight's definition of "significant investment agreements" includes the following during this reporting period: 1) Acquisitions of other companies or entities into Keysight. 2) Strategic Supplier contracts 3) Capital investments that are financially material to Keysight	2021		2020		2019		2018	
	Number	%	Number	%	Number	%	Number	%
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		100		100		100		100

Reason for Omission:
Not Applicable

Additional Comments

Keysight does not collectively track the total number of significant investment agreements that include human rights clauses or screening because all such contracts and agreements are required to adhere to standard Keysight policies and procedures in this area. Every acquisition is required to adhere to Keysight policies at time of close, including but not limited to the following policies and statements:

- Keysight's Standards of Business Conduct
- Strategic supplier contracts require adherence to Keysight's Human Rights and Labor Policy
- Keysight's Supplier Code of Conduct
- Statement on Eradication of Slavery and Human Trafficking

While there were no financially material capital investments in this reporting period, any such contracts would have the same requirements to adhere to Keysight policies and procedures.

References:

[Keysight Supplier Code of Conduct](#)

[Keysight Standards of Business Conduct](#)

[Statement on Eradication of Slavery and Human Trafficking](#)

[Keysight Human Rights & Labor Policy](#)

Local Communities

Management Approach: Local Communities GRI 103-1, 103-2, 103-3

Social / Local Communities / Management Approach: Local Communities GRI 103-1, 103-2, 103-3

Explanation of Local Communities as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 413 Local Communities	
103-1: Explanation of the material topic and its Boundary	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 & Development" and "Local Community" material aspects.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight CSR Management System](#)

Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1

Social / Local Communities / Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1

Operations with local community engagement, impact assessments, and development programs

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Reason for Omission:
Unavailable
Describe the steps being taken and the expected time frame to obtain the information.
Keysight does not generally state the percentage of operations with implemented local community engagement, impact assessments, and/or development programs.

References:

📄 Keysight CSR Web Site

📄 Communities Information

Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI 413-2

Social / Local Communities / Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI 413-2

Operations with significant actual and potential negative impacts on local communities

Reason for Omission:
Unavailable

Describe the steps being taken and the expected time frame to obtain the information.
Keysight takes seriously its commitment to strong corporate citizenship and operating in a sustainable and compliant fashion. We are not aware of any actual or potential negative impacts on local communities.

Supplier Social Assessment

Management Approach: Supplier Social Assessment GRI 103-1, 103-2, 103-3

Social / Supplier Social Assessment / Management Approach: Supplier Social Assessment GRI 103-1, 103-2, 103-3

Explanation of Supplier Social Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 414 Supplier Social Assessment	
103-1: Explanation of the material topic and its Boundary	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 "Supply Chain Labor" material aspect. Keysight's Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world and employing a global business framework of ethical, environmentally sustainable, and socially responsible operations. To support on the socially responsible operations, we adhere to the tenets of the United Nations Guiding Principles on Business and Human Rights, prioritize fair employment practices, and comply with all laws pertaining to non discrimination and equal opportunity. We expect supplier adhere to the same standard of human rights and social responsibility principles that we maintain. We conduct supplier assessment to identify the potential risk on supplier's human rights and social responsibility practices, and a follow up due diligence could be conducted to eliminate the risk.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 our expectations for suppliers, including ethical business practices, social responsibility, environmental sustainability, and product quality. We expect suppliers to adhere to our 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 our suppliers' conformance with the Supplier Code of Conduct Policy as well as labor, human rights and social responsibility requirements. The programs include communicating Keysight's requirements to all suppliers, conducting supplier assessment and conducting audit to assess suppliers' compliance status against the environmental sustainability requirements.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. We trigger assessment to assess our key supplier's compliance status against Keysight's expectations which includes ethical business, social responsibility, and environmental sustainability practices. In FY21, we also engaged a third-party consultant to perform an in-depth CSR assessment to our suppliers against industrial CSR practices. The suppliers' CSR performance will be reviewed during supplier performance review.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 [Keysight Supplier Code of Conduct](#)

📄 [Keysight CSR Management System](#)

📄 [Statement on Eradication of Slavery and Human Trafficking](#)

📄 [Keysight Human Rights & Labor Policy](#)

New Suppliers that were Screened Using Social Criteria GRI 414-1

Social / Supplier Social Assessment / New Suppliers that were Screened Using Social Criteria GRI 414-1

New suppliers that were screened using social criteria

	2021	2020	2019	2018
Percentage (%) of new suppliers that were screened using social criteria:	% 100	% 100	% 100	% 100

Additional Comments

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"). We maintain Keysight's Supplier Code of Conduct and Human Rights and Labor Policy that strictly prohibit the use of slavery or human trafficking in our 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." We expect 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. These policies and requirements will be cascaded to all new suppliers during the supplier sourcing process. All Keysight's purchase orders contain a reference to the Supplier Code of Conduct policy.

References:

Keysight Supplier Code of Conduct   Page(s) 5 & 6

Statement on Eradication of Slavery and Human Trafficking

Keysight Human Rights & Labor Policy

Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Social / Supplier Social Assessment / Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Negative social impacts in the supply chain and actions taken

	2021	2020	2019	2018
Number of suppliers assessed for social impacts:	2	1	2	4
Number of suppliers identified as having significant actual and potential negative social impacts:	0	0	0	0
Significant actual and potential negative social impacts identified in the supply chain:	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.	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				
Suppliers with which improvements were agreed upon as a result of assessment:	0	0	0	0
Suppliers with which relationships were terminated as a result of assessment:	0	0	0	0
Details on the termination of relationships as a result of assessment:				

Additional Comments

Based on the audit results in fiscal year 2021, we did not observe any significant negative social impact during the audit. In addition, Keysight also sent out 135 supplier compliance questionnaires to our key suppliers in fiscal year 2021 to ensure greater social compliance with our supply chain. All required corrective actions which were identified during the audit were reviewed and monitored by Keysight's internal audit team before putting closure on the corrective actions. In fiscal year 2021, we also engaged a third-party consultant to perform an in-depth Corporate Social Responsibility (CSR) assessment to our suppliers against industry CSR practices. The suppliers' CSR performance will be reviewed during supplier performance reviews.

Public Policy

Management Approach: Public Policy GRI 103-1, 103-2, 103-3

Social / Public Policy / Management Approach: Public Policy GRI 103-1, 103-2, 103-3

Explanation of Public Policy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 415 Public Policy	
103-1: Explanation of the material topic and its Boundary	Keysight has not identified "Public Policy" as a material topic. However, the company believes that it is important to encourage the development of a sound public policy, worldwide, to better serve our customers, employees and our communities. We strive to provide leadership in advancing a world in which all of our customers have access to affordable, innovative, and sustainable technological solutions.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

Keysight CSR Management System

Political Contribution GRI 415-1

Social / Public Policy / Political Contribution GRI 415-1

Political contributions

Reporting Currency:	2021	2020	2019	2018
Recipient: Country:	0	0	0	0
Data publicly available: Publicly available.				

Reason for Omission:
Not Applicable
Explain why the disclosure or the requirement is considered not applicable.

1. Keysight may not use its corporate funds or assets for U.S. federal political contributions. Keysight may establish an independent entity that solicits individual contributions from Keysight managers to support selected candidates in federal campaigns. In the U.S., Keysight makes contributions to state candidates and state and local ballot measures only upon approval of the Keysight Corporate Relations team. No contributions are made to local candidates.
2. Keysight funds or assets may not be used for political contributions outside the U.S., even where permitted by local law, without approval from Keysight's Legal Department and Corporate Relations team, and prior written approval from a member of Keysight's Executive Staff.
3. Keysight's programs and contributions in these areas are managed by Keysight's Director of Government Affairs.
4. These restrictions are not meant to discourage employees from making personal contributions to political candidates of their choice. However, Keysight will not reimburse its employees for their personal contributions.

Additional 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.

References:

📄 Lobbying Disclosure

Customer Health and Safety

Management Approach: Customer Health and Safety GRI 103-1, 103-2, 103-3

Explanation of Customer Health and Safety as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 416 Customer Health and Safety	
103-1: Explanation of the material topic and its Boundary	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. Keysight is committed to ensuring our products and solutions comply with applicable safety and regulatory requirements; which contributes to the health and safety of our customers
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 line with the Keysight Quality Policy, we ensure that all of our 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 General Specification for the Environment sets restrictions on substances being present in the materials used in our solutions
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. The Keysight Quality Director evaluates, at the top level, the company's quality management approach and addresses any concerns through annual initiatives as appropriate. Keysight is proactively engaged in the development of new regulations and standards relevant to our market segments.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight Quality Policy

📄 Keysight General Specification for the Environment

📄 Keysight CSR Management System

Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Social / Customer Health and Safety / Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Assessment of the health and safety impacts of product and service categories

	2021	2020	2019	2018
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

Additional Comments

Keysight's quality and environmental policies mandate we provide products and services that meet legal and regulatory requirements, including applicable environmental, health, and safety standards. Keysight is committed to a continuous improvement of the environmental aspects and impacts of our products as demonstrated by Keysight's ISO 14001 and 9001 certificates, which are regularly audited by an external party.

References:

📄 Keysight Quality Policy

📄 Keysight ISO 9001 Certificate

📄 Keysight ISO 14001:2015 Certification

Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Social / Customer Health and Safety / Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Incidents of non-compliance concerning the health and safety impacts of products and services

	2021	2020	2019	2018
Company has not identified non-compliance with regulations or voluntary codes regarding the health and safety of its products/services				
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
Please describe any product safety controversies the company has experienced within the last three years. Include information about any fines, settlements, or court-imposed awards and indicate dates, amounts and any cases involving fatalities: Keysight did not receive any regulatory non-compliance notices for the reporting period.				

Additional Comments

Keysight did not receive any regulatory non-compliance notices for the reporting period.

Marketing and Labeling

Management Approach: Marketing and Labeling GRI 103-1, 103-2, 103-3

Social / Marketing and Labeling / Management Approach: Marketing and Labeling GRI 103-1, 103-2, 103-3

Explanation of Marketing and Labeling as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 417 Marketing and Labeling	
103-1: Explanation of the material topic and its Boundary	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.
103-2: The management approach and its components	"The Keysight Corporate Social Responsibility (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. All products are labelled in accordance to our quality policy and meet regulatory requirements where sold.
103-3: Evaluation of the management approach	"The Keysight Corporate Social Responsibility (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.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight CSR Management System](#)

Requirements for Product and Service Information and Labeling GRI 417-1

Social / Marketing and Labeling / Requirements for Product and Service Information and Labeling GRI 417-1

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
Other (please explain):					
	2021	2020	2019	2018	
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	

Additional Comments

Keysight complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Keysight. Annually, Keysight communicates materials specifications through the "General Specifications for Environment" 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, 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 & Electronic Equipment) Directive. Please see Keysight's Take Back Program.

References:

[Keysight Take Back Program](#)

Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Incidents of non-compliance concerning product and service information and labeling

Company has not identified non-compliance with regulations or voluntary codes regarding product and service information and labeling				
	2021	2020	2019	2018
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

Additional Comments

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.

Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Incidents of non-compliance concerning marketing communications

Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications	2021	2020	2019	2018
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

Additional Comments

Keysight has not received any notifications or indications of non-compliance.

Customer Privacy

Management Approach: Customer Privacy GRI 103-1, 103-2, 103-3

Social / Customer Privacy / Management Approach: Customer Privacy GRI 103-1, 103-2, 103-3

Explanation of Customer Privacy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 418 Customer Privacy	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable data privacy laws worldwide, including the E.U. General Data Protection Regulation and the California Consumer Privacy Act. The company's data privacy efforts are led by the Compliance team within the Legal Department, with partnership from IT, Marketing and other teams. 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 "Data Privacy & Security" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 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.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight's broad and proactive approach to data privacy has put the company in a strong position to do business globally while minimizing the risk that a violation of data privacy laws could present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight CSR Management System

📄 Keysight Standards of Business Conduct

📄 Keysight Technologies Customer Privacy Statement

Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Social / Customer Privacy / Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Substantiated complaints concerning breaches of customer privacy and losses of customer data

	2021	2020	2019	2018
○ Company has identified substantiated complaints of breaches of customer privacy ◉ Company has not identified substantiated complaints of breaches of customer privacy				
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
☐ Amount of substantiated complaints concerning customer privacy and loss of customer data is publicly disclosed.				

Socioeconomic Compliance

Management Approach: Socioeconomic Compliance GRI 103-1, 103-2, 103-3

Social / Socioeconomic Compliance / Management Approach: Socioeconomic Compliance GRI 103-1, 103-2, 103-3

Explanation of Socioeconomic Compliance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 419 Socioeconomic Compliance	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to compliance with laws and regulations that promote the well-being of the social systems in which the company operates. This includes antibribery laws, competition laws, labor standards and other ethical regulations. At Keysight, responsibility for compliance with these laws is owned across the organization and is promoted by the Legal Department, Human Resources and our Global Sales organization. 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 "Ethical Business Practices" material aspect.
103-2: The management approach and its components	The Keysight Corporate Social Responsibility (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 Standards of Business Conduct (SBC) highlight socioeconomic compliance and require that all Keysight employees adhere to high ethical standards whenever acting on behalf of Keysight. Employees receive training on the SBC annually, and Keysight conducts audits and risk assessments to identify gaps and opportunities for improvement.
103-3: Evaluation of the management approach	The Keysight Corporate Social Responsibility (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. Keysight and its management are committed to operating with uncompromising integrity, and the company's track record shows this. While risks of socioeconomic non-compliance always exist, the company's culture insulates it from these risks and puts Keysight in a good position to succeed with fair and ethical business practices.

Additional Comments

Please note that all references in this document to materiality, 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 (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

📄 Keysight CSR Management System

📄 Keysight Standards of Business Conduct

Non-Compliance with Laws and Regulations in the Social and Economic Area GRI 419-1

Social / Socioeconomic Compliance / Non-Compliance with Laws and Regulations in the Social and Economic Area GRI 419-1

Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area.

Reporting Currency: USD	2021	2020	2019	2018
Total monetary value of significant fines:	$6,600,000	$473,157	0	0
Total number of non-monetary sanctions:		0	0	0
Context against which significant fines and non-monetary sanctions were incurred:	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 non-material 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 State 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.		
Cases brought through dispute resolution mechanisms:				
The organization has identified non-compliances with laws and/or regulations				

Additional Comments

Keysight has always had a robust trade compliance program designed to detect and prevent violations and remains committed to maintaining and enhancing this program to minimize the risk of recurrence of similar issues in the future.

Additional Resources

- 2021 Corporate Social Responsibility Report
- Keysight CSR Website
- Keysight CSR Resources Hub
- Keysight News, Awards, and Recognition

Learn more at: www.keysight.com

For more information on Keysight Technologies' products, applications or services, please contact your local Keysight office. The complete list is available at: www.keysight.com/find/contactus

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