



2022 CSR Report – Executive Summary

Environmental Sustainability

Social Impact

Ethical Governance

Letter From Our CEO



Keysight's Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world through a global business framework of ethical, environmentally sustainable, and socially responsible operations. We are proud of our impact on society through technology acceleration and furthering our CSR initiatives.

Keysight's sustainably developed solutions help our customers meet their own CSR objectives and deliver breakthrough innovations in areas such as clean technology, social impact and wellness, and safety and security. For example, new capabilities of our comprehensive open radio access network (ORAN) portfolio are being used to verify conformance, interoperability, and performance for energy saving applications, as well as security. In addition, orders of our automotive and energy solutions — which include support of clean tech innovations in renewable energy and the e-mobility ecosystem — exceeded \$500 million in fiscal year 2022.

Operationally, we continued to make progress toward our goal of net zero emissions in company operations by end of fiscal year 2040, exemplifying Keysight's strategic intent to help mitigate the worst impacts of climate change. We installed Keysight's largest

solar power system at our campus in Penang, Malaysia. We also completed an estimated 3500 MWh of annual energy reduction projects globally. With a commitment to the Science Based Targets initiative, we submitted our science-based targets in early 2023 for validation. Once validated, we look forward to utilizing an approved framework to track and report progress in this important space.

On the social impact front, and in our engineering spirit of continuous improvement, we implemented process improvements in our human rights and labor management approach, supply chain CSR commitments, and diversity, equity and inclusion (DEI) program. While our human rights and labor work has always spanned operations and supply chain, we took efforts a step further in 2022 by expanding internal reporting to improve transparency in our efforts and address stakeholder inputs.

In addition, DEI remained a strategic company priority. In 2022 we exceeded our underrepresented minority hiring goal — approximately half of new hires in the U.S. were underrepresented minorities. We've set aggressive goals for hiring women and continue to make progress — in 2022 about a third of our new hires globally were women. We will use the progress from the past year to improve results and engagements across these spaces through 2023 and beyond.

Keysight is acutely tuned into global developments in the CSR and environmental, social, and governance (ESG) disclosure space. With a history of voluntary ESG disclosure aligned with the most prevalent reporting frameworks, Keysight has closely tracked and is well prepared to meet mandatory reporting requirements worldwide as they roll out in the coming years.

Our entire organization remains steadfast in our commitment to help build a better planet. Moving forward, we are excited to build on our momentum on all fronts of CSR. We enter 2023 with confidence in our ability to continue to execute against our strategy and deliver results for stakeholders. Our mission to accelerate innovation to connect and secure the world has never been more relevant.

Satish Dhanasekaran
President and Chief Executive Officer

State of the Business

Keysight accelerates innovation by addressing customers' most complex design and test challenges through software-centric solutions. Our customers span the worldwide communications and industrial ecosystems, automotive, energy, aerospace and defense, semiconductor, and general electronics markets. Keysight helps customers improve design and development processes, optimize and secure networks, and use technologies like AI and digital twins to advance technologies such as 6G, Internet of Things (IoT), and quantum computing. Our fusion of technology knowledge, measurement science expertise, and tailored differentiated solutions helps customers forge ahead with confidence in our connected and dynamic world.

Our strategy continues to be one of growth and enabling customer success through industry-focused and software-centric solutions, targeted research and development investments, strategic acquisitions, and the operational discipline of our Keysight Leadership Model (KLM).

Corporate Social Responsibility (CSR) is a core element of our KLM. As such, we employ the principles of a circular economy in our product lifecycle and implement sustainable practices throughout our operations. At the same time, our products, solutions, and services enable innovations that help connect and secure the world in key purposeful technology markets such as clean technology, social impact and wellness, and safety and security.

Keysight's CSR progress continues to receive external recognitions that validate our efforts and impact. In fiscal year 2022, the company continued to be listed in the MSCI ESG Leaders Indexes¹, FTSE4Good Index Series², and as a North American index component of the Dow Jones Sustainability Index (DJSI). We continued to receive the highest ISS QualityScore for Social throughout the year and received the highest ISS QualityScore for Environment in August 2022. In addition, JUST Capital recognized Keysight in its Top 100 U.S. Companies Supporting Healthy Families and Communities, and we were named an industry leader for the fourth consecutive year in its 2022 rankings of America's Most JUST Companies.

As we look ahead, Keysight remains well-aligned with the fastest growing technology and sustainability-linked end markets and will continue to enable breakthroughs in purposeful technology innovation. From a governance perspective, we understand the need to maintain transparency in our ESG progress. In this report we provide details of our impact by disclosing to key voluntary reporting frameworks and are prepared to address related mandatory disclosures as they roll out worldwide in the coming years. As always, Keysight will continue to focus on creating value for our customers, shareholders, and employees while moving forward with a continuous improvement approach to our CSR efforts worldwide.

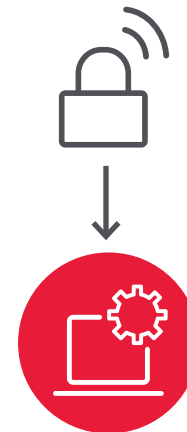
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 2. FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Keysight Technologies has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.

CSR Vision & Strategy



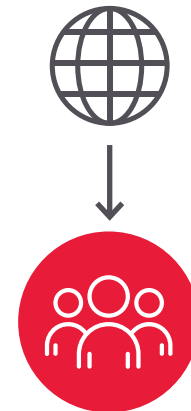
Keysight's **CSR Vision** is to **build a better planet by:**

Accelerating innovation
to connect and secure
the world



Through our
hardware, software,
and service solutions

Employing a global business
framework of ethical,
environmentally sustainable, and
socially responsible operations



Through a comprehensive
corporate social
responsibility program

Accelerating Innovation to Connect & Secure the World

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

Keysight's product lifecycle employs circular economy principles to support sustainability while helping customers protect their innovation investment through maintenance, repair, refurbishing, and recycling. When utilized by customers, our leading-edge design, test, manufacture, and optimization solutions help drive innovations that build a better planet in areas such as clean technology, social impact and wellness, and safety and security.



Clean Tech Innovation

Disruptive innovations in automotive electro-mobility, renewable energy, and the Internet of Things (IoT) that enable smart-cities, -homes, and -agriculture, are key to bringing breakthroughs in environmental sustainability. These technologies reduce global reliance on carbon-heavy fuels, enable better natural resource management, and support quality monitoring of soil, water, and air as infrastructures become more connected. These applications, however, stretch electric grids to capacity, drive the need for battery optimization, and require the development, evaluation, and optimization of state-of-the-art networks and technologies.

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



Social Impact & Wellness

Technology provides a gateway to community prosperity. Smart-cities enable optimized community services, smart-agriculture helps minimize hunger, wearables and healthcare instruments promote well-being, mission-critical communications ensure first-responders stay connected in crises', and technologies such as artificial intelligence (AI), virtual reality (VR), and automation enable a diverse workforce to flourish. Quality, interoperability, and high performance are critical in delivering prosperity through technology, while educating next-generation technologists is crucial to ensuring future skillsets can meet tomorrow's challenges.

Keysight supports social impact and wellness by providing solutions that test and validate designs, simulate and measure real-world conditions, and monitor infrastructure deployments. The company also provides equipment, software, and resources to prepare tomorrow's engineers for the next technological revolutions.



Safety & Security

Faster, more reliable communications, connected devices, and AI technologies support emerging innovations across multiple applications, including crisis management, community security, healthcare, next-generation aeronautics, autonomous vehicles, and smart devices. Such applications connect and secure global communities by providing the technology needed to quickly and efficiently address privacy rights and safety threats. The ubiquitous use of networked data, devices, and AI technologies for these purposes, however, also open the door to vulnerabilities that can result in new, unintended safety issues and privacy implications.

Keysight solutions test performance, validate security, and monitor deployments of such technologies in real-time. This enables our customers to find and fix vulnerabilities before they impact operations, thereby supporting end user safety, security and privacy as applications are scaled to connect and secure the planet.

Global CSR Business Framework

To achieve our vision, Keysight's business and CSR efforts are synergistic — creating long-term value for business stakeholders while striving to positively impact the global community through our solutions, services, and CSR program. We utilize a robust, multi-pronged CSR Business framework that is managed both across and up-and-down our corporate hierarchy. We also utilize external expertise — including third party expert engagements, peer and best-in-class benchmarking, as well as monitoring of industry and societal developments — to inform our actions and support continuous improvement. Following are the key aspects of our CSR business framework.

Support efforts that help the planet and company thrive

by mapping efforts to business commitments and measuring progress through a set of key impact goals across environmental, social and governance (ESG) topics

Engage company values and Keysight stakeholders

to align efforts across and deep within the company while meeting stakeholder expectations

Utilize a governance structure with defined scope and management system

to drive continuous improvement and accountability

Based on a foundational framework of CSR pillars

that provide an enterprise-wide structure to which all CSR efforts are aligned and measured for company and global community benefit



**Ethical
Governance**



**The
Environment**



**Responsible
Sourcing**



**Our
People**



Communities



**Our
Solutions**

Helping the Planet Thrive

Keysight's key impact measures provide a framework to track the company's progress and commitment to supporting environmental sustainability, strengthening global communities, and employing ethical business governance and operational practices worldwide.

In fiscal year 2021, we announced our commitment to net zero emissions in operations by 2040, including interim mid-term goals, and have made progress toward that goal as detailed in the environmental results section of this report.

In the social impact and ethical governance spaces, Keysight's goals for fiscal year 2022 remained focused on short-term, one-year measures in support of continuous progress toward helping build a better planet.

Results in our fiscal year 2022:

\$284M+

In Value Committed to
Strengthening Communities

798K+

Students, Future Engineers, and
Technology Skill Learners Engaged
through STEM Education

ZERO

Material Negative Impacts to the Income
Statement from CSR-related Topics

49.1%

U.S. New Hires were
Underrepresented Minorities (URM)³

32.6%

Global New Hires
were Women

PROGRESS MADE

Toward Net Zero Emissions in Company
Operations by End Fiscal Year 2040



3. Keysight uses the following definition of underrepresented minorities (URM): employees in the U.S. who identify as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native Hawaiian, Native American, Alaska native, or two or more races, or as lesbian, gay, bisexual, or transgender.



Photo by Keysight employee Neila Stewart

Environmental Sustainability Fiscal Year 2022 Results

Keysight recognizes that climate change is an economic, environmental, and social crisis. The private sector needs to take a comprehensive approach to reduce greenhouse gas (GHG) emissions, adapt to and help mitigate the worst impacts of climate change. In 2022, we made progress towards our commitment to net zero emissions in company operations by the end of fiscal year 2040, increased our global renewable electricity portfolio, and prepared to submit science-based targets (SBTs) across all scopes of emissions for validation to the Science Based Targets initiative (SBTi).

Utilizing the SBTi framework to develop, track, and report on these corporate ambitions will enable Keysight to measure progress in GHG emissions reduction and ensure targets are consistent with the latest climate change scenarios. In alignment with the SBTi framework, we completed a thorough screening and recalculation of our Scope 3 emissions for fiscal years 2021 and 2022. Under our new calculation methodologies, we are now reporting on twelve Scope 3 categories relevant to Keysight, and we completed an independent verification of our relevant Scope 3 categories for fiscal years 2021 and 2022, in addition to Scope 1 and Scope 2 location- and market-based emissions.

As progress towards our net zero and interim goals, in 2022 Keysight installed a 5.8-megawatt peak rooftop solar array at the company's largest site, located in Penang, Malaysia. The project is estimated to provide approximately 7900 MWh annually of local generated renewable electricity to the site and, having been active for 6 months of the fiscal year, increased the company's fiscal year 2022 renewable electricity portfolio to approximately 2.5%.

In addition, as part of our efforts in energy conservation and reduction, we initiated a global employee education and communications plan as well as implemented infrastructure projects. Infrastructure projects included heating, ventilation, and air conditioning (HVAC) efficiency improvements, lighting system upgrades, and window solar film installation. Together, the projects resulted in an estimated 3500 MWh of annual energy savings.

Social Impact Fiscal Year 2022 Results

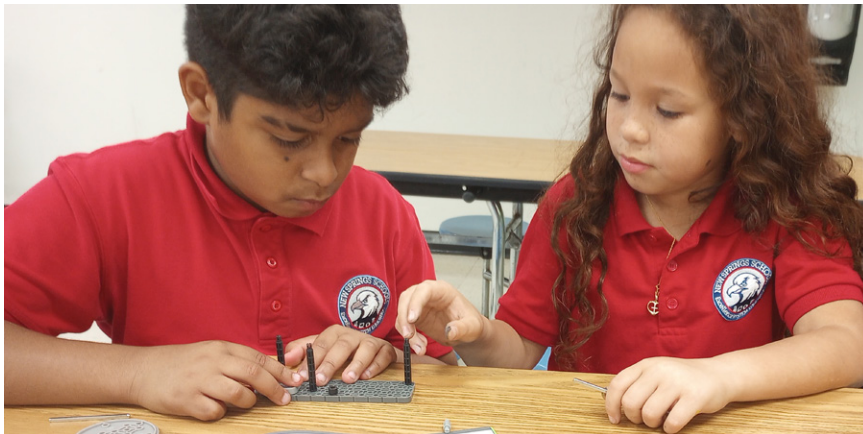
Community

With a focus on strengthening local and global communities, Keysight ended fiscal year 2022 having surpassed its annual community goal by contributing more than \$284 million in value through philanthropic giving, volunteerism, sponsorships, and university engagement programs.

In 2022, our community-based efforts maintained support for employee-selected charitable donation matching through our Giving Program in addition to targeted endeavors such as hurricane response support, university technology donations, and health and human services support.

Education

With the intent to inspire and nurture future engineers and technology skilled workers, our education goal collectively included all students that Keysight and employee volunteers engaged in support of science, technology, engineering, and math (STEM) education across primary, secondary, post-secondary and university-levels.



After-School All-Stars partnership program in Tampa, Florida, supported by Keysight

Through new partnerships we were able to significantly increase STEM education reach and equity in fiscal year 2022, surpassing our annual goal by engaging more than 798,000 students, up from 145,000 in fiscal year 2021.

Efforts in 2022 included expansion of partnerships focused on equity in access to learning opportunities for girls and underrepresented minorities. We advanced initiatives to bring more STEM education into classrooms around the world by initiating partnerships with four new educational programs that focus on diversifying the pathways into STEM careers, especially for girls and historically underrepresented minority communities. Many of our partnerships also support teacher skills development to broaden the impact of our work.

Diversity, Equity, & Inclusion

Spanning the career journey, Keysight's Diversity, Equity, and Inclusion (DEI) program endeavors to create a more inclusive and diverse workplace. We are committed to being transparent about our progress as we work on our DEI program, implement new initiatives, and engage employees in these efforts. We believe that being open with our data creates accountability. This is why we regularly evaluate our definitions and refine them when needed to report on progress and opportunities more accurately. In fiscal year 2022 mid-year, we revised the definition for new hires to exclude interns and temporary workers. This tightening of the definition resulted in a shift in the numbers previously reported. The data provided reflects the new definitions.

We set aggressive goals for 2022 of 47.4% of U.S. new hires being from URM groups and 35.4% global new hires being women. We are pleased to report that Keysight exceeded the URM goal with a result of 49.1% representation of U.S. new hires in 2022. Keysight fell short of our goal with 32.6% women representation of global new hires. While we made continuous progress in female hiring, with about 150 more women being hired in fiscal year 2022 from the previous year and maintaining alignment in our gender mix against other electronic design and test companies, we recognize that the goal was more aggressive than originally anticipated. We know more needs to be done and will continue to work aggressively to achieve realistic interim targets that move us toward our longer term DEI goals.

As a continued CEO-level priority with quantifiable goals and actions tracked by the leadership team and Keysight Board of Directors, the company looks forward to continuous improvement and progress in our DEI results.

Ethical Governance Fiscal Year 2022 Results

This target has supported alignment to ethical operations and business commitments through robust governance provided by the company's Standards of Business Conduct (SBC), corporate policies, Board and risk oversight, and environmental, health, and safety programs, for example. As a result, Keysight did not incur any material negative impacts to the income statement from CSR-related topics in fiscal year 2022, and thus met this goal as planned.



Forward Looking Key Impact Goals

As Keysight continues to make progress on mid- and long-term targets in support of our goal of net zero emissions in company operations by the end of fiscal year 2040, we are excited to present our latest targeted measures in social impact and ethical governance for fiscal year 2023.

Goals for Our Fiscal Year 2023:

\$250M

In Value Committed to Strengthening Communities

~ 1.5M

Students, Future Engineers, and Technology Skill Learners Engaged through STEM Education across Fiscal Years 2022 and 2023, with 660K in Fiscal Year 2023 alone

33.6%

Global New Hires are Women

50.1%

U.S. New Hires are Underrepresented Minorities







ZERO

Material Negative Impacts to the Income Statement from CSR-related Topics



Keysight's annual event, Introduce a Girl to Engineering

Forward Looking Key Impact Goals

Environmental Sustainability		Social Impact		Ethical Governance	
<p>Net Zero Emissions in Company Operations By End of Fiscal Year 2040</p>		<p>\$250 Million In value committed to strengthening communities in Fiscal Year 2023</p>	<p>> 1.5 Million Students, future engineers, and technology skill learners engaged through STEM education across fiscal years 2022 and 2023</p> <p>660K engaged in Fiscal Year 2023</p>	<p>33.6% Global new hires are women in Fiscal Year 2023</p> <p>50.1% U.S. new hires are underrepresented minorities in Fiscal Year 2023</p>	<p>Zero Material negative impacts to the income statement from CSR-related topics Annually</p>
<p>55% Renewable Energy By End of Fiscal Year 2030</p>	<p>10% Energy Reduction (per FY19 baseline) By End of Fiscal Year 2030</p>	<p>Community</p> <p>Keysight will continue to strive toward strengthening local and global communities in which we do business through efforts in philanthropic giving, employee volunteerism, community sponsorships, donations, and discounts of Keysight solutions to universities, and university research and engagement programs.</p>	<p>Education</p> <p>Through direct engagement and partnerships, Keysight will continue to drive a more impactful approach to developing future workforce skills, particularly in under-resourced and underrepresented communities in the technology sector.</p>	<p>DEI</p> <p>We will utilize learnings from fiscal year 2022 to continue driving impact across our DEI program efforts, global talent acquisition, and internship program.</p>	<p>Governance</p> <p>This target supports alignment to ethical operations and business commitments through robust governance by the company's SBC, corporate policies, Board and risk oversight, and environmental, health, and safety programs, for example.</p>
<p>100% Renewable Energy By End of Fiscal Year 2040</p>	<p>20% Energy Reduction (per FY19 baseline) By End of Fiscal Year 2040</p>				
<p>Net Zero Emissions</p> <p>Keysight expects to achieve net zero emissions in company operations by end fiscal year 2040, in alignment with the Paris Agreement's preferred goal to limit global warming to 1.5°C.</p> <p>We continue to prioritize energy conservation and efficiency, and investments in renewable energy options. Keysight is committed to the SBTi and expects to submit proposed targets to SBTi for review and validation in 2023.</p>					
<p>These goals, and related efforts, support multiple United Nations Sustainable Development Goals (UN SDGs)⁴ with the following five most notably connected</p>					
	<p>13 CLIMATE ACTION</p> 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>4 QUALITY EDUCATION</p> 	<p>10 REDUCED INEQUALITIES</p> 	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 

4. See the United Nations Sustainable Development Goals web site (<https://www.un.org/sustainabledevelopment/>). The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

Helping the Company Thrive

Our CSR program areas are mapped to the company’s business commitments. This program enables Keysight to continue delivering solutions and services that support a more connected and secure world, as well as create long-term value for business stakeholders. To this end, our CSR program supports the company’s objectives.

Revenue Growth Targets

Consistent CSR programs and global policies, as well as a diversity in workforce perspectives, enable faster acquisition integration and new market entry, employee and future workforce development, and innovative product research approaches.

Profitability

Using natural resources efficiently and taking advantage of a diversity in operational perspectives helps the company implement efforts that help reduce operating expenses and support cost avoidance programs.

Shareholder Value

Mitigating risk and targeting no material negative impact to the income statement from CSR-related topics is supported through operational excellence and maintaining — or improving — ESG investment ratings.



Keysight facility in Barcelona, Spain

Engaging Company Values & Stakeholders

Keysight Leadership Model (KLM)

To deliver on key impact goals and business commitments, CSR efforts are directly linked to corporate values and stakeholder requirements — which aligns the program with the company’s culture and drives support across, and deep within, the organization with every employee having a part to play.

As such, social responsibility is a critical component of our KLM pictured here — the company’s enabler to continuously deliver greater value to key stakeholders. KLM continues to be the philosophy that permeates every aspect of our operations to drive innovation, speed, and excellence in execution. The CSR program heavily utilizes the principles of KLM in program efforts and stakeholder engagements.





Keysight employees using BERT M8040A calibration in a Keysight lab

Key Stakeholders

Customers

Keysight customers are at the center of everything we do. Customers — and through sourcing flow-down, our suppliers — are leaders in technology. They are the visionaries and innovators who have achieved breakthroughs that connect and secure the world. As such, Keysight's CSR program strives to help them meet their own CSR and business goals through partnership with the company and use of Keysight solutions.

Shareholders

CSR supports value creation to attract and reward shareholders through operational transparency, business resilience, and lowering costs with sustainable operational practices, all while building Keysight's reputation as a solid, socially responsible brand.

Employees

Keysight attracts, develops, and retains an inclusive and diverse, high-performing workforce with shared values through a positive work environment that helps employees, and communities, thrive.

Communities

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

Material CSR Aspects

Our CSR strategy is driven by aspects identified as important, or material, by key stakeholders. Utilizing our KLM, we regularly engage stakeholders to identify and understand trends and changes in environmental and social risks, key stakeholder expectations, as well as strategic opportunities for the business. Keysight completed a formal CSR materiality analysis most recently in fiscal year 2020. As part of this most recent materiality refresh, we contracted a third-party specialist to analyze CSR aspects important to our key stakeholders through:

- Peer analyses of similar companies to understand where Keysight stands globally in its CSR efforts
- Internal functional and executive stakeholder interviews across global business functions, including investor relations, order fulfillment, sales, corporate services, human resources, legal and compliance, information technology, workplace solutions, and product innovation and quality
- External stakeholder interviews representing customers, shareholders, industry associations, and non-governmental organizations (NGOs) to identify common themes in priorities and potential performance improvement trends in corporate citizenship

A cross-functional Keysight team reviewed and finalized the list of material CSR aspects which are detailed on the following pages.

Between formal CSR materiality assessments, Keysight utilizes its CSR Governance structure for ongoing guidance and regularly engages stakeholders as defined in our KLM. This enables the company to maintain alignment between our CSR efforts and stakeholder expectations short- and mid-term. Such ongoing stakeholder engagement is accomplished through consultation, surveys, ad hoc feedback, reviews, and internal and external audits.



Material CSR Aspect	Description	Example Related Programs, Policies, and Procedures
Business Resilience	Mitigating, managing, and responding to risks — climate, man-made disasters, and other business shocks — while minimizing business disruption and assisting in disaster and response efforts	<ul style="list-style-type: none"> • Crisis Management and Business Continuity systems detailed in our Business Continuity and Response to Crisis Events document • Annual Crisis Management Training for all regions globally • 4.3 megawatts of fuel cells provide uninterrupted power supply to critical processes in Santa Rosa, CA headquarters site • Seismic bracing of Santa Rosa, CA headquarters site building 1 to withstand a magnitude 8.0 earthquake, which was successfully tested during the September 13th, 2022, M4.4 earthquake centered at our site • Proactive wildfire mitigation measures in Santa Rosa, CA headquarters site, including private firefighters on retainer, construction of fire breaks to stop embers, and aggressive brush removal
Circular Economy	Integration of sustainability considerations into product design and lifecycle to mitigate environmental impact and improve durability	<ul style="list-style-type: none"> • Keysight Circular Economy Contributions • Keysight Services provide calibration and repair to extend the active life of equipment • Technology Refresh Services upgrade and extend equipment longevity • Services for recovery and repurposing of older instruments • Product Take-Back program provides safe instrumentation disposal and recycling • Keysight’s New Product Introduction Lifecycle within our Business Management system includes design for reliability, serviceability, and longevity
Data Privacy & Security	Protecting and respecting the privacy rights of users through approaches to service provision and product functionality that employ strong protections during the capture, storage, and transfer of personal information	<ul style="list-style-type: none"> • Borderless Information Security Program • Regular information security awareness and anti-phishing campaigns • ISO 27001 certified for management of internal IT support, U.S. Tier III data center, and client data cloud services
Diversity, Equity & Inclusion	Maintaining a workplace where all employees are treated fairly and without discrimination, where a wide range of nationalities and cultures are represented, and where there are equal professional opportunities and benefits	<ul style="list-style-type: none"> • Formal DEI Program • Multiple women’s and minority employee networking groups • Anti-harassment policy and training • Working Inclusively training for all employees and inclusive hiring training for leaders
Employee Health, Safety, and Wellness	Managing and mitigating the risk of injury to employees and improving their health and wellness	<ul style="list-style-type: none"> • Employee wellbeing and workplace accessibility and accommodations • Emergency planning and preparation • Human rights and labor programs, policies, and procedures
Ethical Business Practices	Policies, approaches, and initiatives designed to prevent and deter unethical or illegal practices such as corruption, extortion, or bribery	<ul style="list-style-type: none"> • Standards of Business Conduct with annual training refresher course for all employees • Due diligence and compliance certification required for third party sales partners • Compliance Hotline for confidentially and anonymous reporting of suspected ethical violations • Global Anti-Corruption Policy • Voluntary ESG disclosure reporting

Material CSR Aspect	Description	Example Related Programs, Policies, and Procedures
Local Community	Managing the negative and positive environmental and socio-economic impacts from company operations on, and engagement with, communities	<ul style="list-style-type: none"> • Keysight Supports the UN SDGs • Culture of philanthropy and volunteerism through company matches and four hours paid time off per month for North American employee volunteerism • STEM education sponsorships and volunteer efforts
Materials Sourcing	Policies and compliance with regulations that mitigate negative social and environmental impacts associated with the sourcing and extraction of raw materials	<ul style="list-style-type: none"> • General Specification for the Environment (GSE) sets restrictions for hazardous substances in materials and components used in our products • Conflict Minerals Statement • Counterfeit Parts Prevention Program
Net Zero Emissions	Mitigating the impact of GHG emissions from business operations in support of a more environmentally sustainable future	<ul style="list-style-type: none"> • GHG emission reduction programs • Investment in renewable electricity • Focus on energy efficiency and conservation measures
Purposeful Technology	Enabling solutions and services that support development of infrastructure, products, services, and technologies that have socially or environmentally beneficial applications, such as extending high-quality access to communications and clean technologies	<ul style="list-style-type: none"> • Keysight solutions for automotive, energy, network, communications, and internet of things (IoT) help empower the clean tech revolution • Keysight solutions test and validate designs, simulate, and measure real-world conditions and monitor infrastructure deployments in support of social impact and wellness applications • Keysight solutions test performance, validate security, and monitor deployments of networks, devices, and artificial intelligence technologies in support of global safety and security
Supply Chain Labor Standards	Policies and processes to manage labor issues in the supply chain	<ul style="list-style-type: none"> • Supplier Code of Conduct • Supplier diversity reporting • Audits and training of suppliers on expectations
Talent Acquisition, Retention, and Development	The recruitment and retention of employees with relevant skills, and the investment in and development of a talent pool of potential future employees	<ul style="list-style-type: none"> • Employee equity building programs • Keysight employee learning and leadership development resources, training, and educational assistance • Keysight Value Creation employee development plans

CSR Framework

Governance Team

Keysight's CSR program is managed by a multi-tier cross-functional governance team responsible for making progress towards the company's corporate citizenship vision and meeting stakeholder expectations by identifying program elements and driving accountabilities company wide.

At the top level, Keysight's Board of Directors oversees the company's ESG strategy to ensure alignment with our long-term value creation approach. Specific committee charters outline oversight responsibilities, including those listed below.

Audit & Finance Committee

- Reviews and monitors compliance with applicable laws and regulations and with Keysight's Standards of Business Conduct
- Evaluates environmental risks and monitors the financial impact on the company
- Reviews and evaluates risks and opportunities related to information security

Compensation & Human Capital Committee

- Oversees company culture including diversity, equity and inclusion initiatives
- Establishes and measures achievement of ESG metrics in executive compensation programs
- Monitors pay equity, sets compensation philosophy and oversees executive compensation programs

Nominating & Corporate Governance Committee

- Periodically evaluates the skills and qualifications of current directors
- Assists the Board in establishing a pool of director candidates and evaluates their qualifications
- Periodically reviews corporate governance practices and makes recommendations for changes to the Board



Throughout the company hierarchy, the CSR governance team includes representation across key functions, including solutions teams, field sales, marketing, finance and investor relations, corporate counsel, human resources and administration, order fulfillment, and information technology.

<p>Executive Sponsor</p> <p>Ultimately responsible for success of CSR, provides guidance, secures resources and organization linkages while championing the program internally and externally</p>	<p>Executive Committee</p> <p>C-suite and executive leaders across the key functions</p>	<p>Focused on CSR-related Board engagement, corporate risk and reporting, and corporate strategy implications while assisting in strategy and policy decisions — See the 2023 Keysight Proxy Statement for details on the Board’s role in ESG oversight</p>
<p>Director of CSR and Program Management Team</p> <p>Manages program through Governance Team, represents Keysight in broader CSR community and across functions</p>	<p>Steering Committee</p> <p>Company senior leaders and function heads across the key functions</p>	<p>Resolves CSR strategy issues and policy decisions, tracks functional trends, approves annual plan proposal, provides resourcing, and champions program inside and outside the company in their respective functional areas</p>
<p>Core Team</p> <p>Subject matter experts within each of the key functional areas</p>	<p>Core Team</p> <p>Subject matter experts within each of the key functional areas</p>	<p>Represent function in development, governance and oversight of CSR program, planning, strategic initiatives, and reporting disclosures</p> <p>Pillar leads — Select Core Team members also act as primary representatives and Key Performance Indicator (KPI) reporting owners for each pillar</p>

Extended Team

Individuals across the company are identified by core team members to complete assigned tasks in support of program deliverables



Keysight facility in Santa Rosa, California (corporate headquarters)

Scope and Management System

CSR Deliverables Scope

- **Program Management** – Materials such as documentation, tools, and program reporting support strategic alignment to business commitments and tracking of KPIs
- **Targeted External Reporting** – Reporting is focused in ESG disclosures that meet the expectations of shareholders, investment rating organizations, customers, and other stakeholder data requirements
- **Annual Initiatives** – Specific efforts identified and implemented each year to make progress toward key impact goals and performance indicators, close identified gaps, and address emerging trends
- **Communications and Outreach** – Focused on increasing visibility of the company’s CSR efforts and actions, both within and outside the company, in support of stakeholder expectations and brand reputation

CSR Management System

Keysight’s CSR Governance Team follows a standard management system process to effectively govern the program elements and set accountability, as noted in the diagram to the right.



Foundational Framework of CSR Pillars

The foundation of Keysight's CSR program is structured across six pillars. These foundational pillars – each with supporting policies, programs, action plans, and accountability – provide a structure to which CSR efforts are aligned and measured for the company to create long-term value for business stakeholders, as well as for community benefit.

Ethical Governance – Keysight is committed to conducting business in an ethically responsible manner, with strategic and operational policies, procedures, and values that support transparency, sustainability, and legal compliance; this commitment underpins all our foundational pillars

The Environment – 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

Responsible Sourcing – Keysight has strong partnerships with strategic suppliers to enable mutual success and support a shared commitment to leadership in sustainable practices, technology, and business operations

Our People – Keysight values a diverse, inclusive, and respectful work environment where all employees are provided challenging assignments, development opportunities, competitive salaries, and a safe environment

Communities – Keysight contributes to the communities where the company operates, participating in local and global volunteer efforts, and supporting numerous charitable and educational organizations

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



Photo by Keysight employee Luis Hernandez

Material CSR Aspects Aligned to Foundational Pillars

As material CSR aspects adapt to stakeholder expectations and emerging trends, Keysight maintains focus and accountability on matters of importance by aligning those aspects to our foundational pillars. The below table identifies where related program efforts provide significant support to Keysight’s material CSR aspects as defined earlier in this report.

	Ethical Governance	The Environment	Responsible Sourcing	Our People	Communities	Our Solutions
Business Resilience	•	•	•	•	•	•
Circular Economy	•	•				•
Data Privacy & Security	•			•		•
Diversity, Equity & Inclusion	•			•	•	
Employee Health, Safety, and Wellness	•			•		
Ethical Business Practices	•	•	•	•	•	•
Local Community	•	•		•	•	
Materials Sourcing	•	•	•			•
Net Zero Emissions	•	•			•	
Purposeful Technology	•	•				•
Supply Chain Labor Standards	•		•			•
Talent Acquisition, Retention, and Development	•			•	•	

Awards & Recognitions

See our online CSR News, Awards and Recognition listing for all related CSR awards. Below is a sampling of Keysight's 2022 CSR-related awards and accolades.

- Constituent of multiple ESG indexes including continued:
 - Member of Dow Jones Sustainability Index North America
 - Constituent of MSCI ESG Leaders Indexes⁵
 - Constituent of FTSE4Good Index Series⁶
- Information Technology Industry Council (ITI) Diversity, Equity and Inclusion Award (December 2022)
- Awarded Platinum Medal as a Recognition of their EcoVadis Sustainability Rating (November 2022)
- Ranked #36 on *Investor's Business Daily* (IBD's) 100 Best ESG Companies For 2022 (October 2022)
- Certified by Great Place to Work (August 2022)
- Ranked #10 on *Fortune's* Best Workplaces in Technology 2022 (September 2022)
- Ranked #46 on *Fortune* 100 Best Companies to Work For (April 2022)
- Ranked #46 on *Forbes* America's Best Midsize Employers (February 2022)
- Ranked #75 on *Barron's* 100 Most Sustainable Companies in America (February 2022)
- 2022 JUST 100 Ranking of America's Most Just Companies and #1 Industry Leader for 4th consecutive year (January 2022); named to JUST Capital's 2022 Workforce Equity and Mobility Ranking (August 2022); ranked #67 on 2022 Top 100 U.S. Companies Supporting Healthy Families and Communities by JUST Capital (July 2022)

5. The inclusion of Keysight Technologies, Inc. in any MSCI index, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of Keysight Technologies, Inc. by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

6. FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Keysight Technologies has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.

Additional CSR Resources & Notices

See Keysight's CSR Resources Hub listing for all available public resources. Below are links to key documents and materials:

- [CSR Resources Hub](#)
- [Keysight Corporate Social Responsibility web page](#)
- [Key CSR Topic Documents](#)
- [CSR News, Awards, and Recognition](#)
- [Diversity, Equity, and Inclusion Year in Review 2022](#)

Please note that Keysight's 2022 Taskforce on Climate-related Financial Disclosures reports will be released separately at a later date in 2023.



Photo by Keysight employee Marty Grove

Materiality References

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 Annual Report on Form 10-K or Quarterly Reports on Form 10-Q.

Contact Us

Please send any comments or questions about this report to Corporate.Social-Responsibility@keysight.com

