

Corporate Social Responsibility Data Report

Fiscal Year 2025

2025 Corporate Social Responsibility (CSR) Data Report

Published in May 2026, this data report encompasses Keysight's sustainability performance in fiscal year 2025 for the period of November 1, 2024 through October 31, 2025. It includes operations worldwide, unless otherwise noted. The data report includes:

- **2025 Global Reporting Initiative (GRI) Revised Universal and Topic Standards** prepared with reference to the GRI Standards
- **2025 Sustainability Accounting Standards Board (SASB)** prepared in accordance with Resource Transformation – Electrical & Electronic Equipment (RT-EE) Sustainability Accounting Standard and related disclosures from other SASB industry segments including: Technology & Communications – Electronic Manufacturing Services & Original Design Manufacturing (TC-ES); Technology & Communications – Hardware (TC-HW); and Software & IT Services (TC-SI).
- **2025 Human Capital Metrics** not otherwise included in the frameworks mentioned above.
- **2025 United Nations (UN) Global Compact Communications on Progress (CoP)**
- **Additional Resources** to learn more about Keysight's CSR program, including the 2025 CSR Progress Report – an accompanying document to this 2025 CSR Data Report – that provides an overview of Keysight's CSR program strategy, 2025 accomplishments, and 2026 key impact goals.

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

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GRI 1: Foundation 2021

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

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

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

Acknowledgment:

This report reflects GRI 1: Foundation 2021.

Comments

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

GRI 2: General Disclosures 2021

2-1 - Organizational details

Legal name:

Keysight Technologies, Inc.

Nature of ownership and legal form:

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

Location of headquarters:

Keysight Technologies, Inc.

1400 Fountaingrove Parkway

Santa Rosa, CA 95403-1738

United States

Countries of operation:

Keysight conducts business in more than 100 countries and has employees in over 30 countries. See the Keysight 2025 Annual Report for more details.

References

[2025 Annual Report \(10-K\)](#)

Page(s) 30-31 (pdf 35-36/123)

[Keysight: About the Company](#)

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

List entities included in sustainability reporting:

Keysight's two reportable operating segments, the Communications Solutions Group and the Electronic Industrial Solutions Group, are included in its enterprise disclosures.

Specify differences between the list of entities included in financial reporting and sustainability reporting:

All entities in Keysight's enterprise financial reporting are included in the enterprise sustainability disclosures.

Comments

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

References

[2025 Annual Report \(10-K\)](#)

Page(s) 6-8 (pdf 11-13/123)

[2025 CSR Progress Report](#)

2-3 - Reporting period, frequency and contact

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

11/01/2024 - 10/31/2025

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

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

11/01/2024 - 10/31/2025

Report the publication date of the report or reported information:

May 7, 2026 (CSR Progress Report, CSR Data Report); January 27, 2026 (Annual Financial Report)

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

Keysight Corporate Social Responsibility

Corporate.Social-Responsibility@keysight.com

References

[2025 Annual Report \(10-K\)](#)

[2025 CSR Progress Report](#)

2-4 - Restatements of information

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

GRI 403-9 Work-related injuries

Keysight's previous year reporting of "Number of High-Consequence Work-Related Injuries" and "Rate of High-Consequence Work-Related Injuries" omitted data in error. Keysight is restating the values for these data categories for reporting years 2024, 2023, and 2022 to accurately reflect data for high-consequence work-related injuries.

GRI 403-10 Work-related ill health

Keysight's previous year reporting of "Work-related ill health" listed incomplete data in error. Keysight is restating the values for the number and types of work-related ill health for reporting years 2024, 2023, and 2022 to accurately reflect data for work-related ill health.

2-5 - External assurance

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

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

Keysight's external assurance of environmental sustainability data is led by Keysight's Global Director of Sustainability and Environmental, Health & Safety (EHS).

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

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

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

References

[Emissions & Water Data Verification Statements](#)

[FY 2025 Scopes 1, 2, 3 GHG Verification Opinion Declaration](#)

[FY 2025 Water Independent Limited Assurance Statement](#)

2-6 - Activities, value chain and other business relationships

Activities, Value Chain and Other Business Relationships

Sector	Describe Value Chain	Relevant Business Relationships	Significant Changes
Design and Test Solutions	<p>Keysight offers a broad range of design and test solutions across two reportable operating segments - the Communications Solutions Group and the Electronic Industrial Solutions Group.</p> <p>See the Keysight 2025 Annual Report and other referenced resources for details on the company's activities, products, services, and end markets served.</p> <p>See the Keysight Supply Chain Management document for information on Keysight's supply chain.</p>	<p>Keysight empowers innovators to explore, design, and bring world-changing technologies to life. Keysight customers span the worldwide communications and industrial ecosystems, automotive, energy, aerospace and defense, semiconductor, and general electronics markets. Whether customers are looking to improve the design and development processes, optimize and secure networks, or harness artificial intelligence (AI) and digital twins to get a head start on technologies like 6G, electronic and autonomous vehicles, Internet of Things (IoT), or quantum computing — Keysight accelerates innovation across the workflow. Keysight's fusion of technology knowledge, measurement science expertise, and tailored solutions helps customers forge ahead with confidence in our connected and dynamic world.</p>	<p>There were no significant changes to the organization and its supply chain in this reporting period.</p>

References

2025 Annual Report (10-K)

Page(s) 4-6 (pdf 9-11/123)

Keysight: Industries

Refer to all related industries and end markets

Keysight: Products and Services

Refer to all available product lines

Keysight's Supply Chain Management

2-7 - Employees

Employees by Gender

	Female	Male	Other (as specified by employee)	Not Disclosed	Total
Number of Employees	4,823	11,085	28	340	16,276
Number of Permanent Employees	4,647	10,764	28	340	15,779
Number of Temporary Employees	176	321	0	0	497
Number of Full-time Employees	4,521	10,609	28	337	15,495
Number of Part-time Employees	126	155	0	3	284

Employees by Region

	Region A	Region B	Region C	
Region Name	Americas	EMEA	Asia Pacific	Total
Number of permanent employees	5,174	3,376	7,229	15,779

Describe the methodologies and assumptions used to compile the data:

The 'number of employees' includes permanent and temporary (interns and internal temporary workers) employees and excludes those on leave of absence. The number of full-time and part-time employees does not include temporary employees.

Report contextual information necessary to understand data:

Americas includes Brazil, Canada, Mexico, and US.

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

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

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

The increase over the previous reporting period was due to the integration of several acquisitions.

2-8 - Workers who are not employees

Total number of workers who are not employees:

578

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

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

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

There were no significant fluctuations during the reporting period or between reporting periods.

2-9 - Governance structure and composition

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

Description of the governance structure:

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

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

Composition of the Board:

- 8 of 10 directors are independent
- 1 of 10 directors is an executive
- Average Board tenure was eight years (as of end of fiscal year 2025)
- Other significant positions and commitments held by each member, and the nature of the commitments:
 - Ronald S. Nersesian - Director, Trimble, Inc.
 - Charles J. Dockendorff - Director, Boston Scientific Corporation; Director, Haemonetics Corporation; Director, Hologic, Inc.
 - Richard P. Hamada - Director, Trinity Capital, Inc.
 - Kevin A. Stephens - Director, Crown Castle International Corp
 - Robert A. Rango - Director, KLA Corporation; Director, Microchip Technology Incorporated
 - James G. Cullen - Director, Avinger, Inc.
 - Joanne B. Olsen - Director, Ciena Corporation; Director, Teradata Corporation
 - Satish Dhanasekaran - Director, Zebra Technologies

Committees of the Highest Governance Body

Committee Name	Describe the composition of the committee:
Audit and Finance Committee	Number of Executive Directors: 0 Number of Non-Executive Directors: 4 Number of independent members: 4 Number of non-independent members: 0 Is chairperson independent: Yes
Compensation and Human Capital Committee	Number of Executive Directors: 0 Number of Non-Executive Directors: 5 Number of independent members: 5 Number of non-independent members: 0 Is chairperson independent: Yes
Nominating and Corporate Governance Committee	Number of Executive Directors: 0 Number of Non-Executive Directors: 8 Number of independent members: 8 Number of non-independent members: 0 Is chairperson independent: Yes
Executive Committee	Number of Executive Directors: 0 Number of Non-Executive Directors: 2 Number of independent members: 1 Number of non-independent members: 1 Is chairperson independent: No

References

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2-10 - Nomination and selection of the highest governance body

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

The Nominating and Corporate Governance Committee is responsible for proposing a slate of director nominees for election at each Annual Meeting and recommending candidates to fill any Board vacancies. The Nominating and Corporate Governance Committee considers candidates recommended by stockholders, provided those recommendations follow the procedures outlined in the "Frequently Asked Questions" section of Keysight's Proxy Statement. Stockholder-nominated candidates that meet these requirements receive the same thoughtful consideration as those identified through internal processes.

To support a robust and inclusive search process, Keysight may engage third-party director search firms to identify and facilitate the screening of non-employee director candidates.

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

The Nominating and Corporate Governance Committee seek individuals that demonstrate:

- A reputation for personal and professional integrity and ethics;
- Sound judgment and analytical rigor;
- Independence of thought;
- Commitment to the time and responsibilities required of Board service; and
- The ability to represent the long-term interests of Keysight and its stakeholders.

In identifying the most qualified candidates, the Board prioritizes individuals with CEO, senior executive, or public board experience, while intentionally including candidates with unique qualifications and experience throughout the process. The Nominating and Corporate Governance Committee also evaluates how each nominee's skills complement existing Board expertise in areas such as operations, technology, manufacturing, finance, marketing, information security, human capital management, and ESG.

References

[2026 Proxy Statement](#)

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2-11 - Chair of the highest governance body

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

Mr. Nersesian currently serves as Non-Executive Chair of the Board. He served as the Executive Chair from May 2022 through April 2023. From November 1, 2019 through April 2022, Mr. Nersesian served as Chair of the Board and as President and Chief Executive Officer of Keysight.

References

[2026 Proxy Statement](#)

Page(s) 8 (pdf 24/130)

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

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

Day-to-day responsibility for identifying, evaluating, and managing risk exposures resides with management, while the Board of Directors maintains ultimate oversight of Keysight's risk management strategy—focusing on the most significant risks that could impact Keysight's long-term performance and stockholder value. The Board is supported in this oversight role by its standing committees, each of which is responsible for monitoring specific areas of risk, including financial, operational, cybersecurity, compliance, and ESG-related risks.

At least annually, the Board oversees Keysight's ESG strategy to ensure alignment with long-term value creation. This includes assessing environmental opportunities, monitoring progress on long- and short-term goals, and evaluating their financial impact on the business. The Audit and Finance Committee monitors legal, regulatory, environmental, and information security risks. The Compensation and Human Capital Committee oversees risks related to compensation policies and practices, monitors pay equity, sets compensation philosophy, and oversees compensation programs. The Nominating and Corporate Governance Committee evaluates risk related to Keysight's governance structure, reviews related person transactions, evaluates the skills of current directors, and assists the Board in establishing and assessing potential director candidates.

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

Keysight values transparent and ongoing engagement with their stockholders and that input plays a vital role in sharing the company's corporate governance and executive compensation practices. In fiscal year 2025, Keysight proactively reached out to stockholders representing nearly 53% of its outstanding shares to share updates on our ESG initiatives and invited dialogue with the company's General Counsel and Corporate Secretary, Chief People Officer, and Director of Investor Relations.

This year, these discussions focused on Keysight's environmental commitments, governance practices, and broader sustainability goals. A key area of interest among stockholders continues to be the progress toward achieving net zero emissions in scopes 1 and 2 and meeting Keysight's near-term science-based targets.

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

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

References

2026 Proxy Statement

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2-13 - Delegation of responsibility for managing impacts

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

Members of management representing Sustainability and EHS, HR, Information Security, and Legal are responsible for reviewing and assessing significant ESG risks that could impact the company. At least annually, the Board oversees Keysight's ESG strategy to ensure alignment with long-term value creation. This includes assessing environmental risks and opportunities, monitoring progress on long- and short-term goals, and evaluating their financial impact on the business.

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

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

References

[2026 Proxy Statement](#)

Page(s) v, 25 (pdf 10, 41/130)

2-15 - Conflicts of interest

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

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

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

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

Comments

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

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

References

[Director Code of Ethics](#)

[Related Person Transaction Policy](#)

[Standards of Business Conduct \(SBC\)](#)

Page(s) 9-12

2-16 - Communication of critical concerns

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

Keysight maintains a public link for anyone to raise concerns through the Compliance Hotline.

Keysight's Board receives consistent updates on enterprise-level risks and risk oversight from its committees. The Audit and Finance Committee also reviews enterprise risk, meeting regularly with auditors and key executives, and monitors legal, regulatory, environmental and information security risks.

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

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

References

[2026 Proxy Statement](#)

Page(s) 25 (pdf 41/130)

[Compliance Hotline](#)

2-17 - Collective knowledge of the highest governance body

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

The Nominating and Corporate Governance Committee plays a critical role in ensuring that Keysight's Board of Directors is equipped to effectively oversee Keysight's strategic direction and uphold the long-term interests of the company's stockholders. As part of its governance responsibilities, the Nominating and Corporate Governance Committee conducts a comprehensive evaluation of the skills, experience, and attributes necessary to support Keysight's evolving business priorities. This includes qualifications and expertise in, among other things, information security and environmental matters.

References

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Corporate Governance Guidelines	Page(s) 6

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

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

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

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

The evaluations are annual self-assessments.

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

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

References

[Corporate Governance Guidelines](#)

Page(s) 3

2-19 - Remuneration policies

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

	Details
<input checked="" type="checkbox"/> Fixed pay and variable pay	<p><i>With respect to non-employee directors:</i></p> <p>Keysight's director compensation program is designed to attract and retain highly qualified non-employee directors and to compensate for the time, effort, expertise, and accountability required of active board membership. Keysight's Compensation and Human Capital Committee believes that annual compensation for non-employee directors should consist of both cash to compensate members for their services on the Board of Directors and its committees, and equity to align with the interest of its directors and stockholders.</p> <p>The compensation to Keysight's non-employee directors for fiscal year 2025 consisted of:</p> <ul style="list-style-type: none"> • A cash retainer, which the director may elect to defer (in part or in its entirety) to the Keysight Technologies, Inc. Deferred Compensation Plan for Non-Employee Directors. Any deferred cash compensation is converted into shares of Keysight common stock. In the event that a director does not serve for the entire year, the cash retainer will be pro-rated. • An equity grant, which is granted on the later of (i) March 1 or (ii) the first trading day after each Annual Meeting. The number of shares underlying the stock grant is determined by dividing \$250,000 by the average fair market value of Keysight's common stock over 20 consecutive trading days up to and including the day prior to the grant date. The stock is fully vested upon grant. Each non-employee director may elect to defer all or part of the equity grant to the Deferred Compensation Plan for Non-Employee Directors. • The Lead Independent Director received an additional \$50,000 in cash, paid at the beginning of each Plan Year. • Non-employee directors (including the Lead Independent Director) that served as the Chair of a Board committee received a committee Chair premium in cash, paid at the beginning of each Plan Year. The Audit and Finance Committee Chair received \$30,000, the Compensation and Human Capital Committee Chair received \$20,000, and the Nominating and Corporate Governance Chair received \$15,000. • Non-employee directors that serve as a member of the Audit and Finance Committee receive an additional \$15,000 in cash, paid at the beginning of each Plan Year. <p><i>With respect to senior executives:</i></p> <p>Keysight's executive compensation program is designed to link pay with operational performance and long-term stockholder value while striking a responsible balance between risk and reward.</p> <p>Elements of Keysight's compensation for executive officers include:</p> <ul style="list-style-type: none"> • A base salary, which provides fixed compensation to attract and retain key executives. • A short-term incentive (STI) plan, which provides semi-annual cash awards contingent upon the achievement of semi-annual financial objectives established by the Compensation and Human Capital Committee shortly after the beginning of each performance period. • A long-term incentive program, which includes (1) performance-based restricted stock units that support the objectives of linking realized value to the achievement of critical performance objectives and stockholder alignment and (2) restricted stock units that keep executive officers focused on the absolute performance of Keysight's stock price over time.
<input checked="" type="checkbox"/> Termination payments	<p>Keysight's Compensation and Human Capital Committee has adopted an Officer and Executive Severance Plan (the "Severance Plan") for US-based officers and executives, which provides for specified severance payments and benefits in cases where the officer is terminated other than for Cause, misconduct, death, or physical or mental incapacity or resigns for Good Reason (each, as defined in the Severance Plan).</p>
<input checked="" type="checkbox"/> Clawbacks	<p>Keysight maintains a robust clawback policy that applies to both cash incentives and equity awards.</p>

<input checked="" type="checkbox"/> Retirement benefits	Retirement benefits are intended to retain and encourage Keysight employees, including executives, to remain focused on the business for the long term. Keysight's US executives participate in the same Retirement Plan as other employees that were hired before August 1, 2015.
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References

[2026 Proxy Statement](#)

Page(s) vii, 41-42, 64 (pdf 12, 57-58, 80/130)

2-20 - Process to determine remuneration

Describe process for designing remuneration policies and determining remuneration:

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

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

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

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

2-21 - Annual total compensation ratio

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

210:1

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

1.9:1

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

Identification of Median Employee

Keysight selected October 31, 2025, the last day of fiscal year 2025, as the date on which to determine the median employee. As of that date, Keysight had 15,223 employees defined as the entire employee population with a hire date before 2025 and excluding officers. For purposes of identifying the median employee, the aggregate of the following compensation elements were considered for each of their employees, as compiled from Keysight's internal records as of October 31, 2025:

- Earned base salary or base wages for the period beginning on November 1, 2024 and ending on October 31, 2025.
- Target bonuses for fiscal year 2025.

Keysight selected the above compensation elements because they represent the company's principal broad-based compensation elements. For purposes of identifying the median employee, any compensation paid in foreign currencies was converted to US dollars based on the accounting rates as of October 31, 2025. These rates are set on the last workday of each month for the following month using current market rates. For example, the February accounting rate in 2025 is set using market rates on January 30th. In identifying the median employee, all employees who joined Keysight through acquisitions during the last fiscal year were considered and the company did not make any cost-of-living adjustments or exclude any foreign jurisdictions in accordance with Item 402(u) of Regulation S-K.

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

References

[2026 Proxy Statement](#)

Page(s) 91 (pdf 107/130)

2-22 - Statement on sustainable development strategy

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

Please see "Letter From Our CEO" in Keysight's 2025 CSR Progress Report.

References

[2025 CSR Progress Report](#)

Page(s) 2

2-23 - Policy commitments

Describe policy commitments for responsible business conduct:

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

Describe specific policy commitments to respect human rights:

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

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

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

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

[Standards of Business Conduct \(SBC\)](#)

[Global Human Rights and Labor Standards Policy](#)

[Environmental, Health and Safety \(EHS\) Policy](#)

[Supplier Code of Conduct](#)

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

[Global Anti-Corruption Policy Summary](#)

[Statement on Conflict Minerals](#)

[Customer Privacy Statement](#)

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

Policy commitments are approved by executive management.

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

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

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

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

Comments

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

References

[Director Code of Ethics](#)

[Global Human Rights and Labor Standards Policy](#)

[Keysight: Supplier Compliance Expectation](#)

[Keysight's Leadership Model \(KLM\)](#)

[Standards of Business Conduct \(SBC\)](#)

2-24 - Embedding policy commitments

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

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

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

All new employees receive SBC training as part of onboarding and 100% of employees have completed the annual SBC refresher training.

References

[Keysight's Leadership Model \(KLM\)](#)

[Standards of Business Conduct \(SBC\)](#)

2-25 - Processes to remediate negative impacts

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

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

2-26 - Mechanisms for seeking advice and raising concerns

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

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

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

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

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

References

[Compliance Hotline](#)

[Standards of Business Conduct \(SBC\)](#)

2-27 - Compliance with laws and regulations

Instances of Non-compliance with Laws and Regulations

	FY 2025	FY 2024	FY 2023	FY 2022
Instances for which fines were incurred:	0	0	2	1
Instances for which non-monetary sanctions incurred:	0	0	0	0
Instances of non-compliance:	0	0	2	1
Describe significant instances of non-compliance:	N/A	N/A	<p>In December 2022, Keysight's Santa Rosa, CA site was fined \$29,168 relating to a pH excursion of industrial wastewater.</p> <p>In January 2023, Keysight's Santa Rosa, CA site finalized a settlement agreement with the United States Environmental Protection Agency (EPA) Region 9 related to hazardous water air emissions. Keysight agreed to pay a civil penalty of \$32,000 per the terms of the settlement agreement.</p>	<p>In March 2022, Keysight UK office (Winnersh site) was fined approximately \$24,000 USD for a late submission of an energy audit for the UK Environmental Agency. Keysight's submission was delayed due to Covid pandemic restrictions.</p>

Reporting currency:

USD

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

	FY 2025	FY 2024	FY 2023	FY 2022
Total monetary value of fines:	0	0	61,168	24,000

Comments

Keysight is not aware of any reportable incidents for fiscal year 2025.

2-28 - Membership associations

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

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

Comments

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

2-29 - Approach to stakeholder engagement

Describe approach to engaging with stakeholders:

Approach to stakeholder engagement

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

Customers

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

Employees

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

Suppliers

Keysight's compliance requirements are communicated annually to all suppliers and to new suppliers during onboarding. Keysight also regularly audits and trains suppliers on expectations for supply chain sustainability, environmental, health and safety. Such data is reviewed and referenced as required by specific disclosure requests through Keysight's CSR reporting. Beyond these activities, supplier engagement is further strengthened through annual supplier performance reviews, where sustainability, environmental, health and safety are part of the evaluation criteria. In addition, Keysight maintains a dedicated Compliance Hotline that suppliers may use to confidentially report concerns. This mechanism supports open communication, transparency, and timely escalation of potential risks within the supply chain.

Shareholders

The company engages with shareholders in a variety of ways, including during quarterly earnings conference calls, at investor conferences and through episodic events like Investor Days. In addition, the company conducts both in-voting season and off-season shareholder governance engagement meetings and the annual shareholder meeting is open to all shareholders. Input and comments received during these meetings and events are considered in the CSR materiality assessment used as the basis for material CSR reporting elements. See the Keysight Investor Relations website for more details about Keysight's engagement with shareholders.

Communities

Keysight engages with communities where it operates through a global community engagement and corporate citizenship approach focused on STEM education, environmental sustainability, and health and human services. Engagement is delivered through corporate and site-based programs, employee volunteerism, and partnerships with nonprofit and educational organizations, with activities informed by local community needs and priorities.

Identifying and selecting stakeholders

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

References

[Investor Relations Website](#)

2-30 - Collective bargaining agreements

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

11.5%

Comments

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

The following countries have collective bargaining agreements in place:

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

References

[Global Human Rights and Labor Standards Policy](#)

Page(s) 2

GRI 3: Material Topics 2021

3-1 - Process to determine material topics

Describe process to determine material topics:

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

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

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

Comments

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

References

CSR Management System

Page(s) 7-11

3-2 - List of material topics

Material Economic Topics:

Economic Performance, Anti-corruption, Anti-competitive Behavior

Material Environmental Topics:

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

Material Social Topics:

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

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

During the reporting period, Keysight updated the structure and nomenclature of its material topics following a CSRD-informed double materiality assessment conducted between late fiscal year 2025 and early fiscal year 2026. While CSRD-aligned material topics were refined and grouped into updated CSR material aspects to reflect evolving regulatory expectations, the overall scope and intent of the company's material topics did not change significantly to the previous reporting period.

For more information on Keysight's CSR material aspects and disclosure approach, please refer to the CSR Management System document.

Comments

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

References

[CSR Management System](#)

Page(s) 7-11

GRI 201: Economic Performance 2016

3-3 - Management of material topics: Economic Performance

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

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

Describe policies or commitments regarding the material topic:

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

[CSR Management System](#)

201-1 - Direct economic value generated and distributed

Reporting Currency:

millions USD

Global Direct economic value generated and distributed (EVG&D) on an accruals basis Where significant, report EVG&D separately at country, regional, or market level.

Direct Economic Value Generated	Economic Value Distributed					Economic Value Retained
Revenue	Operating Costs	Employee Wages and Benefits	Payments to Providers of Capital	Payments to Governments	Community Investments	[generated less distributed]
5,375	4,203	N/A	96	226	N/A	850

Describe the criteria used for defining significance:

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

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

	Direct Economic Value Generated:	Economic Value Distributed:					Value Retained:
Country, Region, or Market Level	Revenues	Operating Costs	Employee Wages & Benefits	Payments to Providers of Capital	Payments to Governments	Community Investments	[generated less distributed]
Region - Americas	2,207	N/A	N/A	N/A	N/A	N/A	N/A
Region - Europe	956	N/A	N/A	N/A	N/A	N/A	N/A
Region - Asia Pacific	2,212	N/A	N/A	N/A	N/A	N/A	N/A
End Market - Aerospace, Defense, and Government	1,238	N/A	N/A	N/A	N/A	N/A	N/A
End Market - Commercial Communications	2,488	N/A	N/A	N/A	N/A	N/A	N/A

End Market - Electronic Industrial	2,649	N/A	N/A	N/A	N/A	N/A	N/A
Country - United States	1,869	N/A	N/A	N/A	N/A	N/A	N/A
Country - China	938	N/A	N/A	N/A	N/A	N/A	N/A

Comments

Keysight reports revenue, operating expenses, interest payments on debt, income tax accruals, and non-operating income (expense) in the annual report and 10-K, and does not pay any dividends to its shareholders. Operating costs reported above are not material costs, product components, property rental, etc., and also include wages and benefits, and non-operating costs. Operating expenses are reported separately as "operating expense" and "non-operating expenses". Payments to providers of capital is reported as "interest expense", and payments to government are reported as provision (benefit) for income tax, and value generated is reported as "net income".

Keysight does not publicly report financial information to support the request for wages and benefits, payments to governments (except income tax payments), community investments, and the operating costs net of these categories of spending. Additionally, Keysight provides limited disclosure of earnings based on region, country, or market, limited only to revenue.

References

[2025 Annual Report \(10-K\)](#)

Page(s) 37, 57, 59, 76, 106 (pdf 42, 62, 64, 81, 111/123)

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

Risks Posed by Climate Change

Category	Description of Risk, Impact, and Management Methods	Financial Implications Before Taking Action	Costs of Actions
Physical	<p>Acute Physical Wildfire</p> <p>Description of Risk: Physical impacts of climate change, including increasing risks of wildfire, will affect Keysight offices, operations, and manufacturing facilities. Some of Keysight's facilities have been identified as having a higher risk of being impacted by wildfires, including company headquarters, manufacturing sites and office sites in California and Colorado. In fact, Keysight and its employees have experienced significant impacts due to wildfires and the company continues to monitor wildfire risks and activities globally throughout the year.</p> <p>The company also monitors potential wildfire impacts based on potential impact to sites and employees, including remote employees. A high percentage of Keysight's research and development (R&D) and manufacturing is done at their Santa Rosa, CA, and Colorado Springs, CO, facilities. For this reason, a wildfire event at either site could have a significant impact on Keysight business.</p> <p>The company has taken many steps to reduce its risks of wildfire at these sites as well as the potential impact a wildfire would have at these locations.</p> <p>Impact: Potential for increased indirect operating costs and decreased revenue.</p> <p>Management Methods: Keysight's crisis management efforts employ a calculated approach and structure to minimize risk to operations, continue delivering to customers and business commitments, and support employees, their families, and the broader community as appropriate in the event of an emergency or</p>	<p>Potential for increased operating costs and decreased revenue.</p> <p>The anticipated financial effect figure ranges from \$2,000,000 to \$30,000,000 USD.</p> <p>The potential financial impact figure range was estimated based on Keysight's planned response to the risk, including temporary loss of operations and employee support.</p> <p>Following the company's crisis management approach, Keysight has supported employees and their families during wildfire events through employee relief centers that provided emergency supplies — including personal care items, clothing, food, and water — as well as access to mental health support services, IT connectivity, charging stations for personal devices, financial assistance, and referrals for temporary housing. The potential financial impact figure includes the aforementioned employee support. The costs of reopening, including staffing and damage support were also incorporated. The lower end of the potential impact figure range includes a shorter duration of loss of operations, where Keysight can return to operations quickly and rely on redundancy from other sites to meet orders on time. The higher end of the potential impact figure range includes an extended duration of loss of operations and a higher degree of damage, where Keysight's production at the facility may be stalled for multiple days. In this situation, customer orders may be temporarily impacted.</p> <p>Keysight has a detailed business continuity plan designed to reduce the impacts of natural disasters, including wildfires. In support of key stakeholders and business commitments, business continuity underpins all crisis</p>	<p>Potential for increased expense to respond to and proactively mitigate against risk.</p> <p>The cost of the response to the risk is estimated as \$1,400,000 USD.</p> <p>The cost calculation includes the approximate annual costs of landscape maintenance and vegetation management and combustible debris removal, including tree removal where appropriate, to minimize available natural fuels, adding fire breaks around site properties, and implementing year-round goat grazing at Keysight's Santa Rosa, CA, headquarters to control grass and shrub growth. Additionally, the cost considers a portion of the cost to maintain a 24/7 security monitoring and training for the global and country-specific Crisis Management Teams</p>

Category	Description of Risk, Impact, and Management Methods	Financial Implications Before Taking Action	Costs of Actions
Physical - continued	<p>disaster. The company mitigates wildfire risk impacts to its sites through landscape maintenance and vegetation management to minimize available natural fuels, adding fire breaks around site properties, and 24/7 security monitoring, among other actions. Keysight maintains a Wildfire Management Plan establishing a response team responsible for providing situation updates, facilitating outreach for impacted employees, coordinating assistance for impacted employees, and developing and distributing employee communications.</p> <p>Keysight develops an internal monthly wildfire outlook report with information pulled from the National Interagency Coordination Center and Canada's Natural Resources division. This report provides a rolling four-month outlook based on conditions and forecasts and is shared with members of the Wildfire-Natural Disaster Response Team.</p> <p>Additionally, Keysight completed a significant infrastructure project to duplicate the Santa Rosa Precision Machining and Plating processes at the company's facilities in Colorado Springs to provide backup in the event of catastrophic loss due to a natural disaster, and to create extra capacity for production when needed. This project is intended to protect critical business processes from catastrophic loss due to wildfire and other natural disasters, which could impact business continuity. As a one-time expense and due to multiple benefits, this project was not included in the cost of response to risk. In the event of an immediate threat of wildfire to Keysight facilities, their response would help reduce the risks of catastrophic loss and significant impacts to the business.</p>	management efforts by ensuring critical business functions are maintained throughout response and disaster recovery.	

Category	Description of Risk, Impact, and Management Methods	Financial Implications Before Taking Action	Costs of Actions
<p>Other - Specify: Market</p>	<p>Increased cost of and access to raw materials</p> <p>Description of Risk: Keysight empowers the clean tech revolution by providing solutions for automotive, energy, network, communications and IoT companies to design, test, manufacture, and monitor next-generation environmentally sustainable product and service offerings. In this clean technology space, including automotive and energy, competition for raw materials may increase with the renewable energy and electrification transition. Increased demand may drive up costs and potentially create scarcity impacts if raw material availability is restricted or regulated. Access to raw materials is important to Keysight's business, and increased costs of raw materials could increase direct costs for the company.</p> <p>Impact: Potential for increased direct costs.</p> <p>Response to Risk: Keysight's response to this risk may include updating supplier strategies to improve prediction models for difficult to obtain resources, evolving short-term metrics around conflict minerals to include long-term risks, and continuing to improve the company's current system around conflict mineral transparency and demand monitoring.</p> <p>Additionally, Keysight began a multi-year critical material assessment to identify, map, solution, and monitor raw material commodities.</p> <p>Note: United States of America was selected as the country where this risk occurs because the company's headquarters is located in the United States. However, Keysight recognizes this risk would occur in most</p>	<p>Potential for increased direct costs.</p> <p>This risk could increase the direct costs to Keysight due to rising prices from raw materials, especially for materials used in the clean technology space.</p>	<p>Potential for increased expenses to respond to and proactively mitigate against risk.</p> <p>The cost to respond to this risk has not yet been fully identified. The company will continue to review the risk and aims to provide a cost of response to risk in future reporting.</p>

Category	Description of Risk, Impact, and Management Methods	Financial Implications Before Taking Action	Costs of Actions
Other - Specify: Market - continued	countries where its products are sold. The company serves a global set of customers in over 100 countries.		
Other - Specify: Technology	<p><i>Substitution of existing products and services with lower emissions options</i></p> <p>Description of Risk: A significant increase in energy costs could result in customer preferences shifting to lower energy consuming products. Additionally, many companies are setting their own targets to reduce emissions in their operations which could also result in customer preferences shifting to products with lower energy and emissions. Keysight products require energy while in use, and if the company does not meet potential future requests from customers to offer lower energy products, there could be risk of customer attrition.</p> <p>Impact: Potential for decreased revenue due to reduced demand for products and services.</p> <p>Response to Risk: Keysight's response to this risk may include additional measurement improvements of the energy consumption by Keysight instruments and identification of energy savings opportunities for the instruments, especially within the R&D process. By increasing product energy efficiency, the company can meet customer requirements as an early adopter. The cost to respond to this risk has not yet been fully identified. The company will continue to review the risk and aims to provide a cost of response to risk in future reporting.</p> <p>Note: United States of America was selected as the country where this risk occurs because the company's headquarters is located in the United States. However, Keysight recognizes this risk would occur in most countries where its products are sold.</p>	<p>Potential for decreased revenue due to reduced demand for products and services.</p> <p>This risk could reduce the revenue for Keysight due to a decrease in demand for products, if the products are not more energy efficient than alternatives.</p>	<p>The cost to respond to this risk has not yet been fully identified. The company will continue to review the risk and aims to provide a cost of response to risk in future reporting.</p>

Other - Specify: Technology - continued	The company serves a global set of customers in over 100 countries.		
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Opportunities Posed by Climate Change

Category	Description of Opportunity, Impact, and Management Methods	Annual Financial Implications	Annual Costs of Actions to Develop Opportunity
Other - Specify: Markets	<p>Access to New Markets</p> <p>Description of Opportunity: Keysight serves as a global innovation partner for high growth industries and delivers market leading design, emulation, and test environments that help companies develop and deploy faster, with less risk, throughout the product life cycle. The net zero transition will very likely lead to significant innovation in technology and create new markets designed to mitigate and adapt to climate change. Keysight has identified an opportunity to be a part of the solution while increasing revenues through these new and emerging markets, stemmed from climate change. One of the emerging markets is within the automotive and energy solutions, specifically the electric vehicle (EV) transition. The EV transition will increase the demand for electronics and software content. Keysight aims to enable the advanced innovation for the automotive industry and drive operational excellence in design, emulation, and test capabilities.</p> <p>Impact: Potential for increased revenues through access to new and emerging markets.</p> <p>Strategy to Realize Opportunity: Keysight's strategy to realize this opportunity may include amplified research efforts to improve market analysis in speculative investment areas and long-term trends. Additionally, Keysight may define problems that need to be solved and refine the company's ESG focused markets. Keysight has already expanded in the net zero transition, as the company empowers the clean tech revolution by providing solutions for automotive, energy, network, communications and IoT companies to design, test, manufacture and monitor next-generation</p>	Potential for increased revenues through access to new and emerging markets. The anticipated effect of the opportunity on the financial position has not been quantified, but the company understands there is an opportunity to increase revenue through new and emerging markets.	N/A

Category	Description of Opportunity, Impact, and Management Methods	Annual Financial Implications	Annual Costs of Actions to Develop Opportunity
Other - Specify: Markets - continued	environmentally sustainable product and service offerings. One specific example within the Automotive and Energy Solutions industry from fiscal year 2025 was Keysight expanding its end-of-life (EOL) manufacturing test portfolio for electric mobility. By expanding scalable manufacturing test solutions that support electric vehicles and charging infrastructure, the company enables customers to manage technology complexity, comply with evolving standards, and accelerate deployment of low-emissions technologies. This strategy strengthens long-term customer relationships in rapidly growing electrification markets and positions Keysight to realize opportunities from clean technology adoption.		

If there is not a system in place to calculate the financial implications or costs, or to make revenue projections, report the plans and timeline to develop the necessary systems:

The quantified financial effect of this opportunity cannot be provided. The financial implications are included within Keysight's Electronic Industrial Solutions Group (EISG), but they are not separately reported from EISG.

Comments

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

References

- [Crisis Management: Keysight's Business Continuity and Response to Crisis Events](#)
- [CSR Pillar: Our Solutions](#)
- [Keysight: All Annual Reports and Proxy Statements](#)
- [Keysight's 2023 TCFD Report](#)
- [Keysight's Response to Climate Change](#)

201-3 - Defined benefit plan obligations and other retirement plans

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

Participation in regional or country-based schemes.

Comments

Please refer to Keysight's 2025 Annual Report "Retirement Plans and Post-Retirement Benefit Plans" section starting on page 92.

References

[2025 Annual Report \(10-K\)](#)

Page(s) 92 (pdf 97/123)

201-4 - Financial assistance received from government

Reporting Currency:

USD

Tax Relief/Credits (by country)

Country	2025	2024	2023	2022
Foreign Tax Relief			95,000,000	81,000,000
Tax credits related to capital expenditure	1,000,000	7,000,000	1,000,000	

Total Tax Relief/Credits

	2025	2024	2023	2022
Total	1,000,000	7,000,000	96,000,000	81,000,000

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

Country	2025	2024	2023	2022
Grants received from arrangements	2,000,000	8,000,000	4,000,000	

Total Investment Grants, Research and Development Grants, and Other Relevant Types of Grants

	2025	2024	2023	2022
Total Investment Grants, Research and Development Grants, and Other Relevant Types of Grants	2,000,000	8,000,000	4,000,000	

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

None

References

[Investor Relations Website](#)

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

GRI 205: Anti-corruption 2016

3-3 - Management of material topics: Anti-corruption

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Anti-corruption" was not identified as a material topic. However, the company believes that it is important to promote ethical business practices and integrity across its operations worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

[CSR Management System](#)

[Global Anti-Corruption Policy Summary](#)

[Standards of Business Conduct \(SBC\)](#)

205-1 - Operations assessed for risks related to corruption

Business Units Analyzed for Risks Related to Corruption

	2025	2024	2023	2022
Total number of business units analyzed for risks related to corruption	N/A	N/A	N/A	N/A
Percentage of business units analyzed for risks related to corruption	100%	100%	100%	100%

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

The results of Keysight's risk assessments are confidential.

Reason For Omission

Confidentiality Constraints

The number of business units is kept confidential unless disclosure is appropriate and legally permissible.

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

Communication and Training about Anti-Corruption Policies and Procedures

	2025		2024		2023		2022	
	Total	Percentage (%)	Total	Percentage (%)	Total	Percentage (%)	Total	Percentage (%)
Communication on anti-corruption policies and procedures								
Governance body members:	10	100%	11	100%	11	100%	11	100%
Employees:	15,779	100%	15,000	100%	14,900	100%	15,000	100%
Business partners:	2,200	N/A	1,900	N/A	2,102	N/A	1,551	N/A
Training on anti-corruption								
Governance body members:	0	0	0	0%	0	0%	0	0%
Employees:	15,779	100%	15,000	100%	3,262	N/A	15,000	100%

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

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

Comments

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

References

[Standards of Business Conduct \(SBC\)](#)

205-3 - Confirmed incidents of corruption and actions taken

Confirmed Incidents of Corruption and Actions Taken

	2025	2024	2023	2022
a. Total number of confirmed incidents of corruption:	N/A	N/A	N/A	N/A
b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption:	N/A	N/A	N/A	N/A
c. Total number of confirmed incidents when contracts with business partners were not renewed due to violations related to corruption:	N/A	N/A	N/A	N/A

Reason For Omission

Confidentiality Constraints

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

GRI 206: Anti-competitive Behavior 2016

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

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Anti-competitive Behavior" was not identified as a material topic. However, the company believes that it is important to promote fair competition and ethical business practices across its operations worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

CSR Management System

Standards of Business Conduct (SBC)

Page(s) 25-28

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

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

	2025	2024	2023	2022
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices:	1	1	1	1

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

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

GRI 301: Materials 2016

3-3 - Management of material topics: Materials

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

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

Describe policies or commitments regarding the material topic:

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

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

[CSR Management System](#)

[CSR Pillar: Responsible Sourcing](#)

[General Specification for the Environment \(GSE\)](#)

[Global Human Rights and Labor Standards Policy](#)

[Keysight: Supplier Resources](#)

301-1 - Materials used by weight or volume

Materials Used by Weight or Volume

	Unit (weight or volume)	Total weight or volume	% internally sourced	% externally sourced
Total non-renewable materials	N/A	N/A	N/A	N/A
Total renewable materials used	N/A	N/A	N/A	N/A

Reason For Omission

Information Unavailable/Incomplete

Keysight produces over 30,000 products and option combinations of highly complex test and measurement products. It is not feasible to provide this information with a portfolio of this scale.

301-2 - Recycled input materials used

Recycled Input Materials Used

	2025	2024	2023	2022
% recycled input materials used:	N/A	N/A	N/A	N/A

References

Keysight: Product Take-Back Program (WEEE)

Reason For Omission

Information Unavailable/Incomplete

Keysight produces over 30,000 products and option combinations of highly complex test and measurement products. It is not feasible to provide this information with a portfolio of this scale.

301-3 - Reclaimed products and their packaging materials

Reclaimed Products and their Packaging Materials

Category of product sold	% of reclaimed products and their packaging materials in 2025	% of reclaimed products and their packaging materials in 2024	% of reclaimed products and their packaging materials in 2023	% of reclaimed products and their packaging materials in 2022
B2B professional	0%	0%	0%	0%

Describe how the data for this disclosure has been collected:

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

Comments

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

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

References

[Circular Economy Contributions](#)

[Keysight: Product Take-Back Program \(WEEE\)](#)

[Keysight: Quality and Security](#)

[Keysight: Technology Refresh Services](#)

[Keysight: Trade In](#)

GRI 302: Energy 2016

3-3 - Management of material topics: Energy

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

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

Describe policies or commitments regarding the material topic:

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

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

Circular Economy Contributions

CSR Management System

Environmental, Health and Safety (EHS) Policy

General Specification for the Environment (GSE)

ISO 14001:2015 Certificate

Keysight's Response to Climate Change

302-1 - Energy consumption within the organization

Consumption by Fuel Type (Renewable)

Unit: Gigajoules (GJ)				
Fuel Type (Renewable)	2025	2024	2023	2022
Solar	34,735	34,412	31,921	16,427

Total Consumption from Renewable Energy Sources

	2025	2024	2023	2022
Total consumption from renewable energy sources:	34,735	34,412	31,921	16,427

Consumption by Fuel Type (Non-Renewable)

Unit: Gigajoules (GJ)				
Fuel Type (Non-renewable)	2025	2024	2023	2022
Natural Gas	164,632	180,573	189,131	158,547
Diesel (Stationary Fuel)	3,395	2,213	2,234	2,487
Propane	2,622	1,286	2,194	803
Gasoline/Petrol (Vehicle Fuel)	49,778	45,385	56,683	40,748
Diesel (Vehicle Fuel)	3,938	6,919	11,585	12,422
Ethanol (Vehicle Fuel)	0	1,169	1,169	1,490

Total Consumption from Non-Renewable Energy Sources

	2025	2024	2023	2022
Total consumption from non-renewable energy sources:	224,365	237,545	262,996	216,497

Energy Consumed

Unit: Gigajoules (GJ)				
Energy Type	2025	2024	2023	2022
Electricity Consumed	694,987	658,955	630,979	636,847
Heating Consumed	11,368	0	0	0
Total electricity, heating, cooling, and steam consumed	706,356	658,955	630,979	636,847

Total Energy Consumption within the Organization, in Joules or Multiples

Unit: Gigajoules (GJ)				
	2025	2024	2023	2022
Total energy consumption within the organization:	965,455	930,912	925,896	853,344

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

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

Data entries may not sum to total due to rounding.

Source of the conversion factors used:

National Greenhouse and Energy Reporting (Measurement); International Energy Agency - Emission Factors; UNFCCC Submission. National Inventory Report Greenhouse Gas Sources and Sinks in Canada, US EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; Greenhouse Gas Reporting: Conversion Factors (DEFRA).

Comments

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

In fiscal year 2025, Keysight vehicles used diesel or petrol as fuel, in addition to electric vehicles. Electricity to charge electric vehicles was included in Keysight's electricity consumption. Previously reported ethanol for bi fuel vehicles is reported as petrol fuel for fiscal year 2025.

Keysight is reporting district heating energy for two locations in Germany for fiscal year 2025. This is a change from natural gas heating and contributes to an overall decrease in natural gas consumption and increase in heating energy year-over-year.

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

References

2025 CSR Progress Report

Keysight's Response to Climate Change

302-2 - Energy consumption outside of the organization

Total External Energy Consumption

	2025	2024	2023	2022
Total External Energy Consumption:	N/A	N/A	N/A	N/A

References

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

Reason For Omission

Information Unavailable/Incomplete

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

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

302-3 - Energy intensity

Energy Intensity

	2025	2024	2023	2022
Numerator	268,182	258,587	257,199	237,040
Denominator	5,603,464	5,496,840	5,863,053	5,822,014
Energy Intensity	0.05	0.05	0.04	0.04

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

Area of facilities within operational control (square foot).

Types of energy measured in energy intensity ratio:

Fuel, Electricity, Heating

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

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

Comments

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

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

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

References

[2025 CSR Progress Report](#)

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

302-4 - Reduction of energy consumption

Reduction of Energy Consumption

	Unit	2025	2024	2023	2022
Fuel	Megawatt-hour (MWh)	4,462	986	3,829	N/A
Electricity	Megawatt-hour (MWh)	1,699	2,649	6,829	3,032
Total Energy Saved	Megawatt-hour (MWh)	6,161	3,635	10,658	3,032

Types of energy included:

Electricity, Fuel

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

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

Standards, methodologies, and assumptions used:

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

Comments

As part of the company's efforts in energy conservation and reduction, in fiscal year 2025, Keysight implemented 11 conservation infrastructure projects worldwide. Energy conservation projects included heating, ventilation, and air conditioning (HVAC) efficiency improvements and lighting system upgrades.

References

[2025 CSR Progress Report](#)

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

302-5 - Reductions in energy requirements of products and services

Total reductions in the energy requirements of sold products and services achieved

	2025	2024	2023	2022
Total reductions in the energy requirements of sold products and services achieved:	N/A	N/A	N/A	N/A

Reason For Omission

Information Unavailable/Incomplete

Keysight has not set an objective for energy reduction for new product introductions in 2025. Industry and regulatory requirements regarding external power supplies continue to drive power supply efficiency and improvements.

GRI 303: Water and Effluents 2018

3-3 - Management of material topics: Water and Effluents

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Water and Effluents" was not identified as a material topic. However, the company believes that it is important to encourage responsible environmental practices regarding water use and wastewater management across its operations worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

CSR Management System

Environmental, Health and Safety (EHS) Policy

General Specification for the Environment (GSE)

ISO 14001:2015 Certificate

Keysight's Water Use and Stewardship

303-1 - Interactions with water as a shared resource

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

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

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

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

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

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

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

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

Keysight has a goal to promote its water data transparently, both externally, and with its employees and with key internal decision-makers. Keysight evaluates water data year-over-year, assessing trends, and making sure data is visible and transparent. Keysight believes transparent communication will help raise awareness of the water-related activities at all sites in operational control, with a focus on sites in areas with high water stress. The company has set this goal on an annual basis, in an effort to identify water-savings opportunities. In fiscal year 2025, a third-party comprehensive water assessment was completed at Keysight's manufacturing facility location in Colorado Springs, Colorado.

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

Keysight utilizes a third-party platform to evaluate its suppliers' impact on the environment, including water, and identify high-risk suppliers according to the following threshold: RBA self-assessment questionnaire (SAQ) below 65% and EcoVadis assessment below 25%.

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

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

References

[Keysight's Water Use and Stewardship](#)

303-2 - Management of water discharge-related impacts

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

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

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

References

[CDP Reporting](#)

[Keysight's Water Use and Stewardship](#)

303-3 - Water withdrawal

Total Water Withdrawal (Megaliters)

	2025	2024	2023	2022
Surface water	0.23	0.08	0	N/A
Groundwater	27.01	27.55	24.96	15.37
Third-party water	807.10	821.10	849.18	744.17
Total water withdrawal	834.35	848.72	874.14	759.54

Withdrawal from Water Stressed Areas (Megaliters)

	2025	2024	2023	2022
Third-party water	122.33	142.63	119.79	139.90
Total water withdrawal from areas with water stress	122.33	142.63	119.79	139.90

Surface Water Breakdown (Megaliters)

	2025	2024	2023	2022
Freshwater (total)	0.23	0.08	N/A	N/A

Groundwater Breakdown (Megaliters)

	2025	2024	2023	2022
Freshwater (total)	27.01	27.55	24.96	15.37

Third-party Water Breakdown (Megaliters)

	2025	2024	2023	2022
Freshwater (total)	807.10	821.10	849.18	744.17
Freshwater (stressed areas)	122.33	142.63	119.79	139.10

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

Surface water is withdrawn directly from the local river adjacent to the Malaysia-Penang site and is used for irrigation. Ground water is sourced from a local well at the Japan-Hachioji site. Data from water bills are provided by municipal water suppliers, but the third-party water breakdown is not included. Keysight uses the WRI Aqueduct Water Risk Atlas to determine water stress. The company inputs the location of all sites under its operational control for water-related activities to determine the level of water stress. Keysight considers sites to be in areas with water stress if the level is “high” or “extremely high”. By using the WRI aqueduct tool, Keysight can analyze which sites may be most impacted by drought conditions in the future. The results of the WRI aqueduct analysis are presented to the appropriate Workplace Solutions teams, which are responsible for management of operational infrastructure and global real estate.

Data entries may not sum to total due to rounding.

Comments

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

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

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

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

Apex Companies, LLC conducted an independent verification of Keysight's water withdrawal, water discharge, and water consumption for fiscal year 2025. Please refer to the attached relevant Water Independent Limited Assurance Statement.

References

[CSR Resources Hub](#)

[Emissions & Water Data Verification Statements](#)

[FY 2025 Water Independent Limited Assurance Statement](#)

[Keysight’s Water Use and Stewardship](#)

303-4 - Water discharge

Total Water Discharged (Megaliters)

	2025	2024	2023	2022
Groundwater	27.01	27.55	24.96	15.37
Third-party water	666.06	589.42	691.69	576.20
Total water discharged	693.07	616.96	716.65	591.57

Discharge by Total Dissolved Solids Category (Megaliters)

	2025	2024	2023	2022
Freshwater	693.07	616.96	716.65	591.57

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

	2025	2024	2023	2022
Freshwater	82.60	84.12	79.52	80.45

Priority substances of concern for which discharges are treated:

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

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

Where water is treated on site, discharge data is metered. Where water does not require treatment, discharge data is derived from utility sewer water bills. Where sewer water data is unavailable, Keysight holds the assumption that water discharge amount is equal to the withdrawn amount.

Additional Information

	2025	2024	2023	2022
The number of occasions on which discharge limits were exceeded	2	0	3	2

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

	2025	2024	2023	2022
Primary	N/A	N/A	N/A	N/A
Secondary	N/A	N/A	N/A	N/A
Tertiary	136.61	84.97	81.82	60.94

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

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

Comments

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

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

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

Apex Companies, LLC conducted an independent verification of Keysight's water withdrawal and water discharge, which were used to calculate water consumption, for fiscal year 2025. Please refer to the attached relevant Water Independent Limited Assurance Statement.

References

[Emissions & Water Data Verification Statements](#)

[FY 2025 Water Independent Limited Assurance Statement](#)

[Keysight's Water Use and Stewardship](#)

303-5 - Water consumption

Water Consumption

Water Consumption (megaliters)	2025	2024	2023	2022
Total water consumption	141.28	231.76	157.49	167.97
Consumption from all areas with water stress	39.72	58.52	40.27	58.65

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

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

Total Consumption = Total Withdrawal - Total Discharge

Comments

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

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

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

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

Apex Companies, LLC conducted an independent verification of Keysight's water withdrawal, water discharge, and water consumption for fiscal year 2025. Please refer to the attached relevant Water Independent Limited Assurance Statement.

References

[CSR Resources Hub](#)

[Emissions & Water Data Verification Statements](#)

[FY 2025 Water Independent Limited Assurance Statement](#)

[Keysight's Water Use and Stewardship](#)

GRI 305: Emissions 2016

3-3 - Management of material topics: Emissions

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

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

Describe policies or commitments regarding the material topic:

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

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

CDP Reporting

CSR Management System

Environmental, Health and Safety (EHS) Policy

General Specification for the Environment (GSE)

ISO 14001:2015 Certificate

Keysight's Response to Climate Change

305-1 - Direct (Scope 1) GHG emissions

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

	2025	2024	2023	2022	Emissions in base year
Gross direct (Scope 1) GHG emissions	12,876	13,298	16,161	13,179	15,717
<input checked="" type="checkbox"/> Direct (Scope 1) GHG emissions by gas					
CO ₂	12,255.3	12,898.4	N/A	N/A	N/A
N ₂ O	16.5	13.4	N/A	N/A	N/A
CH ₄	11.3	9.3	N/A	N/A	N/A
HFCs	402.8	376.4	N/A	N/A	N/A

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

CO₂, CH₄, N₂O, HFCs

Rationale for choosing base year:

Fiscal year 2021 has been established as the baseline year for scopes 1 and 2 emissions. Keysight committed to the Science Based Targets initiative (SBTi) in 2021, and fiscal year 2021 was the most recent complete year of data available when the company's targets were submitted to the SBTi for validation. Keysight's near-term science-based targets (SBTs) were approved by the SBTi in October 2023.

Source of emissions factors and the GWP rates used:

IPCC Fifth Assessment Report (AR5 - 100 Year) [N₂O GWP = 265, CH₄ GWP = 28] Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values.

Direct (Scope 1) GHG emissions consolidation approach:

Operational Control

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

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

Comments

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

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

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

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

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

Apex Companies, LLC conducted an independent verification of Keysight's scope 1 GHG emissions, scope 2 location-based and market-based GHG emissions, and 11 relevant categories of Keysight's scope 3 GHG emissions for fiscal year 2025. Please refer to the attached relevant GHG Verification Opinion Declaration.

References

[Emissions & Water Data Verification Statements](#)

[FY 2025 Scopes 1, 2, 3 GHG Verification Opinion Declaration](#)

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

305-2 - Energy indirect (Scope 2) GHG emissions

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

	2025	2024	2023	2022	Emissions in base year
Gross location-based indirect (Scope 2) GHG emissions	80,776	82,172	82,267	79,955	79,439
Gross market-based indirect (Scope 2) GHG emissions	82,363	81,780	84,493	85,707	87,128

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

CO2, CH4, N2O

Rationale for choosing base year (Scope 2):

Fiscal year 2021 has been established as the baseline year for scopes 1 and 2 emissions. Keysight committed to the SBTi in 2021, and fiscal year 2021 was the most recent complete year of data available when the company's targets were submitted to the SBTi for validation. Keysight's near-term SBTs were approved by the SBTi in October 2023.

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

IPCC Fifth Assessment Report (AR5 - 100 Year) [N2O GWP = 265, CH4 GWP = 28]; EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement). Determination for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies

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

Operational Control

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

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

Comments

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

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

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

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

Apex Companies, LLC conducted an independent verification of Keysight's scope 1 GHG emissions, scope 2 location-based and market-based GHG emissions, and 11 relevant categories of Keysight's scope 3 GHG emissions for fiscal year 2025. Please refer to the attached relevant GHG Verification Opinion Declaration.

References

[2025 CSR Progress Report](#)

[Emissions & Water Data Verification Statements](#)

[FY 2025 Scopes 1, 2, 3 GHG Verification Opinion Declaration](#)

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

305-3 - Other indirect (Scope 3) GHG emissions

Other Indirect (Scope 3) GHG Emissions

GHG emissions in metric tons CO2e	2025	2024	2023	2022	Emissions in base year
Gross other indirect (Scope 3) GHG emissions	2,750,394	2,540,752	3,631,326	3,256,690	2,716,577

Gases included in the calculation:

CO2, CH4, N2O

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

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

Rationale for choosing base year (Scope 3):

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

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

IPCC Fifth Assessment Report (AR5 - 100 Year) [N₂O GWP = 265, CH₄ GWP = 28] 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; Eora's MRIO (Multi-region Input-Output): Offers a spend-based emission factor set across 66 globally recognized industry sectors.

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

GHG Protocol Corporate Value Chain (scope 3) Standard

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

Comments

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

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

Apex Companies, LLC conducted an independent verification of Keysight's scope 1 GHG emissions, scope 2 location-based and market-based GHG emissions, and 11 relevant categories of Keysight's scope 3 GHG emissions for fiscal year 2025. Please refer to the attached relevant GHG Verification Opinion Declaration.

References

[Emissions & Water Data Verification Statements](#)

[FY 2025 Scopes 1, 2, 3 GHG Verification Opinion Declaration](#)

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

305-4 - GHG emissions intensity

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

	2025	2024	2023	2022
GHG emissions intensity ratio	0.017	0.017	0.017	0.017

Organization-specific denominator:

Area of facilities within operational control (square foot).

Types of greenhouse gas emissions included:

- Direct (Scope 1)
- Indirect (Scope 2)
- Other Indirect (Scope 3)

Gases included in the calculation:

CO₂, CH₄, N₂O, HFCs

Comments

GHG Emissions Intensity is calculated using combined scope 1 and scope 2 (market-based) emissions as the numerator and area of facilities within operational control (square foot) as the denominator.

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

Apex Companies, LLC conducted an independent verification of Keysight's scope 1 GHG emissions, scope 2 location-based and market-based GHG emissions, and 11 relevant categories of Keysight's scope 3 GHG emissions for fiscal year 2025. Please refer to the attached relevant GHG Verification Opinion Declaration.

References

[Emissions & Water Data Verification Statements](#)

[FY 2025 Scopes 1, 2, 3 GHG Verification Opinion Declaration](#)

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

305-5 - Reduction of GHG emissions

Reduction Of GHG Emissions (metric tons of CO2e)

	2025	2024	2023	2022
Total GHG reductions:	1,742	1,436	3,520	1,125

Gases included in the calculation:

CO2, CH4, N2O

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

Fiscal year 2021 has been established as the baseline year for scopes 1 and 2 emissions. Keysight committed to the SBTi in 2021, and fiscal year 2021 was the most recent complete year of data available when the company's targets were submitted to the SBTi for validation. Keysight's near-term SBTs were approved by the SBTi in October 2023. Reductions of GHG consumption are calculated based on estimated annual energy and associated emissions savings per project or initiative.

Scopes in which reductions took place:

- Direct (Scope 1)
- Indirect (Scope 2)
- Indirect (Scope 3)

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

Energy reduction projects and estimated energy savings are identified through third-party energy audits, site leads, project managers, and / or external consultants. Emissions savings are calculated using the location-specific emission factor by year per kWh or therm, which is aligned with Keysight's scope 1 and scope 2 emissions inventory methodology.

IPCC Fifth Assessment Report (AR5 - 100 Year) [N2O GWP = 265, CH4, GWP = 28]; Scope 1: Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.; US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values. Scope 2: EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement) Determination for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies.

Comments

As part of the company's efforts in energy conservation and reduction, in fiscal year 2025, Keysight implemented 11 energy conservation infrastructure projects worldwide. Energy and emissions conservation projects implemented include HVAC efficiency improvements and lighting system upgrades.

References

2025 CSR Progress Report

Keysight's Response to Climate Change

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

Emissions Of Ozone-Depleting Substances (ODS) (metric tons of CFC-11e)

	2025	2024	2023	2022
Production of ODS	N/A	N/A	N/A	N/A
Imports of ODS	N/A	N/A	N/A	N/A
Exports of ODS	N/A	N/A	N/A	N/A
Total ODS	N/A	N/A	N/A	N/A

References

[General Specification for the Environment \(GSE\)](#)

Reason For Omission

Not Applicable

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

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

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions (1,000 kilograms or metric tons)

Emissions Types	2025	2024	2023	2022
NOx	N/A	N/A	N/A	N/A
SOx	N/A	N/A	N/A	N/A
Persistent organic pollutants (POP)	N/A	N/A	N/A	N/A
Volatile organic compounds (VOC)	N/A	N/A	N/A	N/A
Hazardous air pollutants (HAP)	N/A	N/A	N/A	N/A
Particulate matter (PM)	N/A	N/A	N/A	N/A

Reason For Omission

Confidentiality Constraints

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

GRI 306: Waste 2020

3-3 - Management of material topics: Waste

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

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

Describe policies or commitments regarding the material topic:

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

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

CSR Management System

Circular Economy Contributions

Environmental, Health and Safety (EHS) Policy

General Specification for the Environment (GSE)

ISO 14001:2015 Certificate

306-1 - Waste generation and significant waste-related impacts

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

Keysight operates manufacturing facilities and sells durable goods to customers. These activities result in waste-related impacts. Keysight emphasizes natural resource conservation, GHG reduction, waste and water minimization, and pollution prevention. The company strives to lessen its impact on the environment, contribute to the circular economy, and work towards a low carbon economy.

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

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

Keysight will continue to achieve operational excellence by applying Lean principles — an ongoing company practice that defines the way Keysight approaches and acts on its upstream and downstream operations. Keysight uses this process, among other efforts, to continuously identify and eliminate waste where possible. Keysight applies innovative solutions for continual improvement in its operational and site management practices to reduce the amount of waste and identify alternative methods of use or disposal to limit the impact on the environment. As part of Keysight's circular product life cycle model, the company's global product take-back and trade-in programs refurbish equipment and in-turn help reduce Keysight's impact on the environment.

References

[Circular Economy Contributions](#)

[CSR Pillar: The Environment](#)

[ISO 14001:2015 Certificate](#)

[Keysight: Product Take-Back Program \(WEEE\)](#)

[Keysight: Trade In](#)

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

306-2 - Management of significant waste-related impacts

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

Keysight processes its waste based on its category – solid, electronic, or hazardous. All waste falls within the purview of Keysight's EHS program and commitment. Keysight is intentional in reducing waste and finding alternative methods of use or disposal to limit the company's environmental impact.

- Solid waste is categorized into recycled, incinerated, and landfilled waste. Where possible, Keysight diverts waste away from landfills. Depending on the nature of the solid waste, it can also be repurposed for other uses. For example, cafeteria food waste is often converted into compost at Keysight's larger facilities. Keysight has taken steps to eliminate some single use plastics and recycle where possible.
- Hazardous waste globally are highly regulated and require special handling, storage, and disposal processes. Keysight adheres to the highest safety standards to ensure safe handling of hazardous waste materials generated at Keysight facilities. In addition, Keysight maintains approved vendors that are permitted and licensed to safely transport and dispose of hazardous waste.
- Keysight's approved electronic waste vendors collect Keysight's electronic waste (e.g., obsolete electronic equipment, information technology cables, computer monitors and accessories) for proper disposal. In some cases, Keysight will destroy the equipment on-site before handing it off to a Keysight approved vendor.

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

Keysight's trade in and take back programs enable customers to return used or surplus test and measurement equipment for credit toward new purchases or for responsible end of life management. These programs support customers in upgrading their technology while helping extend product life through refurbishment, resale, or environmentally sound recycling.

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

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

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

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

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

References

[Circular Economy Contributions](#)

[Environmental, Health and Safety \(EHS\) Policy](#)

[Keysight: Product Take-Back Program \(WEEE\)](#)

Keysight: Trade In

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

306-3 - Waste generated

Waste generated (metric tons)

Waste Composition	2025	2024	2023	2022
Hazardous waste	999.62	505.99	309.91	286.10
Non-hazardous waste	1,745.22	1,503.93	1,609.75	1,600.19

Total Waste

	2025	2024	2023	2022
Total Waste	2,744.84	2,009.92	1,919.66	1,886.29

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

Keysight's solid (non-hazardous) and hazardous waste are sent to Keysight approved vendors. Keysight's waste is categorized into recycled, landfilled, or incinerated disposal methods and data is sent back to Keysight for tracking purposes.

Comments

Keysight achieves waste reduction by applying Lean principles as an ongoing company practice. Lean defines the way Keysight employees think about and act on company operations that enables quantitative savings associated with waste.

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

References

[Circular Economy Contributions](#)

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

306-4 - Waste diverted from disposal

Total Weight of Waste Diverted from Disposal

Category	Waste Diverted in metric tons (t)
Hazardous waste	694.60
Non-hazardous waste	1,372.19

Total Waste Diverted

Total Waste Diverted	2,066.79
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Total Weight of Hazardous Waste Diverted from Disposal

	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Preparation for reuse	0	0	0
Recycling	0	694.60	694.60
Other recovery operations	0	0	0
Total			694.60

Total Weight of Non-hazardous Waste Diverted from Disposal

	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Preparation for reuse	0	0	0
Recycling	0	1,372.19	1,372.19
Other recovery operations	0	0	0
Total			1,372.19

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

Onsite	0
Offsite	2,066.79

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

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

Total weight of non-hazardous recycling includes recycled and composted solid waste (non-hazardous).

References

[Circular Economy Contributions](#)

[CSR Website](#)

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

306-5 - Waste directed to disposal

Total Weight of Waste Directed to Disposal

Category:	Waste Directed in metric tons (t)
Hazardous waste	305.02
Non-hazardous waste	373.03

Total Waste

Total Waste	678.05
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Total Weight of Hazardous Waste Directed to Disposal

	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (with energy recovery)	0	1.98	1.98
Incineration (without energy recovery)	0	13.32	13.32
Landfilling	0	289.72	289.72
Total			305.02

Total Weight of Non-hazardous Waste Directed to Disposal

	Onsite in metric tons (t)	Offsite in metric tons (t)	Total
Incineration (with energy recovery)	0	52.97	52.97
Incineration (without energy recovery)	0	1.14	1.14
Landfilling	0	318.92	318.92
Other disposal operations	0	0	0
Total			373.03

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

Onsite	0
Offsite	678.05

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

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

For hazardous and non-hazardous incineration, where specific energy recovery details are unavailable, data is assumed without energy recovery.

References

[CSR Website](#)

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

GRI 308: Supplier Environmental Assessment 2016

3-3 - Management of material topics: Supplier Environmental Assessment

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Supplier Environmental Assessment" was not identified as a material topic. However, the company believes that it is important to encourage responsible environmental practices throughout its supply chain, worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

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

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

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

[CSR Management System](#)

[General Specification for the Environment \(GSE\)](#)

[Keysight's Supply Chain Management](#)

[Statement on Restriction of Hazardous Substances \(RoHS\) Directives](#)

[Supplier Code of Conduct](#)

[Supplier Compliance Management System](#)

308-1 - New suppliers that were screened using environmental criteria

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

100%

Comments

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

References

- General Specification for the Environment (GSE)
 - Purchase Order Terms and Conditions Page(s) 2
 - Supplier Code of Conduct Page(s) 7-9
-

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

Negative Environmental Impacts in the Supply Chain and Actions Taken

Number of suppliers subject to environmental impact assessments:	13
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:	Based on the audit results for fiscal year 2025, no priority non-conformances related to environmental issues were found.
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%

Comments

During the RBA Validated Assessment Program (VAP) audits that were conducted at suppliers' manufacturing facilities in fiscal year 2025, no priority non-conformances related to environmental issues were found.

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

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

References

[Statement on Restriction of Hazardous Substances \(RoHS\) Directives](#)

GRI 401: Employment 2016

3-3 - Management of material topics: Employment

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

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

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Employee Health, Safety, and Wellness" material aspect.

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

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

- Educational Assistance Program (EAP): Keysight provides an EAP for eligible employees to provide financial and management support for continuing their university or academic degree study.
 - Employee Network Groups (ENGs): ENGs at Keysight are open to all employees and consist of groups of employees that voluntarily come together to identify, highlight, and help address employee-development opportunities. All ENGs have volunteerism as a key element of their annual plans and are often aligned with the particular group's value and corporate community focus area. These ENGs align with Keysight's desire to support and maintain a work environment where all employees feel welcome and can contribute to the company mission. ENGs enable active learning and development and provide a reciprocal benefit between the company and employees. There are 15 ENGs worldwide at Keysight, including leadership and STEM related ENGs, NextGen, Toastmasters, and more.
 - Employee Ownership and Management: In countries where it is possible, employees are eligible to participate in Keysight's Employee Stock Purchase Plan (ESPP). In addition, the company has a variable pay program to reward the achievement of performance goals.
 - Flexible Work Arrangements and Practices: Keysight has a heritage of providing flexible work hours for employees. Many of Keysight's employees use alternatives to traditional Monday-through-Friday work arrangements. These include part-time, telecommuting, job-shares, and variable work schedules.
 - Keysight Learning Platform: This platform offers robust training and development programs, as well as learning resources. At Keysight, learning is a lifelong pursuit that creates a mindset of professional growth and continuous improvement. Employees have access to a wide range of programs, workshops, classes, and resources to excel in their careers. Keysight also has a tuition reimbursement program and distance learning degree programs with major universities.
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR Key KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
- The Keysight Labor Management System (KLMS) and its repository support Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.

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

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

Comments

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

References

[2025 CSR Progress Report](#)

[CSR Management System](#)

[CSR Pillar: Our People](#)

[Keysight: Employer Awards](#)

[Keysight: Our Benefits](#)

[Keysight: Our Culture](#)

[Standards of Business Conduct \(SBC\)](#)

401-1 - New employee hires and employee turnover

New Employee Hires

			2025		2024		2023		2022	
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	1,379	8.74	1,061	7.35	954	6.42	2,145	14.30
Global	All age groups	Female	N/A	29.1	N/A	32.8	N/A	33.9	N/A	32.6

Employee Turnover

			2025		2024		2023		2022	
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	880	5.8	1,015	6.9	889	5.9	1,341	9.10

Comments

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

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

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

Significant Location of Operation	Benefits
United States	life insurance, disability and invalidity coverage, health care, parental leave, retirement provision, stock ownership, others - Specify: Adoption assistance, educational assistance, dental / optical, employee family assistance
Malaysia	life insurance, health care, disability and invalidity coverage, parental leave, retirement provision, stock ownership, others - Specify: Dental / optical, executive health screening, compassionate leave, marriage leave, dependent healthcare

The definition used for 'significant locations of operation':

Keysight defines 'significant locations of operations' for benefits provided to full-time employees that are not provided to temporary or part-time employees as countries with more than 2,000 employees.

Comments

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

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

- Accident insurance
- Disability / invalidity insurance
- Education benefits: Employee
- Employee assistance program
- Flexible time off (FTO) (including any of the following: unspecified, vacation and / or sick days)
- Flexible work schemes and work-sharing
- Insurance: Accidental death and dismemberment (AD&D)
- Insurance: Dental
- Insurance: Healthcare employee
- Insurance: Healthcare family
- Insurance: Vision
- Insurance: Short-term disability
- Insurance: Long-term disability
- Job security initiatives for redeployment, including retraining, relocation, work-sharing, and outplacement services
- Life insurance
- Maternity and / or paternity leave
- Paid sick days
- Pension plans / retirement provision

- Onsite recreation facilities
- Recall rights for laid-off employees
- Relocation assistance
- Stock options / Stock purchase plan
- Stock ownership
- Vacation
- Wellness / Fitness program
- Work / Life support program

Additional benefits available to US employees:

- Adoption or fertility assistance programs
- Childcare
- Insurance: Healthcare domestic partner
- Recall rights for laid-off employees

References

[Keysight: Our Benefits](#)

401-3 - Parental leave

Parental Leave

	2025	2024	2023	2022
Number of female employees that were entitled to parental leave:	N/A	N/A	N/A	N/A
Number of male employees that were entitled to parental leave:	N/A	N/A	N/A	N/A
Number of female employees that took parental leave:	N/A	N/A	N/A	N/A
Number of male employees that took parental leave:	N/A	N/A	N/A	N/A
Number of female employees who returned to work after parental leave ended:	N/A	N/A	N/A	N/A
Number of male employees who returned to work after parental leave ended:	N/A	N/A	N/A	N/A
Number of female employees who returned to work after parental leave ended who were still employed twelve months after their return to work:	N/A	N/A	N/A	N/A
Number of male employees who returned to work after parental leave ended who were still employed twelve months after their return to work:	N/A	N/A	N/A	N/A
Return to work rate of female employees who returned to work after leave:	N/A	N/A	N/A	N/A
Return to work rate of male employees who returned to work after leave:	N/A	N/A	N/A	N/A
Retention rate of female employees who returned to work after leave:	N/A	N/A	N/A	N/A
Retention rate of male employees who returned to work after leave:	N/A	N/A	N/A	N/A

Comments

The company does not currently disaggregate this metric by demographic categories.

- Number of employees that were entitled to parental leave in fiscal year 2025: 14,959
- Number of employees that took parental leave in fiscal year 2025: 647
- Number of employees who returned to work after parental leave ended in fiscal year 2025: 598
- Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work in fiscal year 2025: 475
- Return to work rate of employees who returned to work after leave in fiscal year 2025: 92.4
- Retention rate of employees who returned to work after leave in fiscal year 2025: 73.4

Keysight provides the following employee benefits for parental leave:

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

References

[Keysight: Our Benefits](#)

[Keysight: Our Culture](#)

Reason For Omission

Confidentiality Constraints

The company does not currently disaggregate this metric by demographic categories, as such data is not considered material for external reporting purposes.

GRI 402: Labor/Management Relations 2016

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

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

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

Describe policies or commitments regarding the material topic:

Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Employee Health, Safety, and Wellness" material aspect.

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

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

- Human Rights and Labor Standards Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
 - In addition to complying with all laws in countries of operation, Keysight acknowledges and respects the fundamental human rights and labor principles outlined in the following guidelines:
 - Universal Declaration of Human Rights
 - United Nations Guiding Principles on Business and Human Rights
 - United Nations Sustainable Development Goals
 - The Ten Principles of the UN Global Compact
 - International Labour Organization Conventions
 - OECD Guidelines for Multinational Enterprises
 - US Uyghur Forced Labor Prevention Act (H.R. 6256)
 - California Transparency in Supply Chains Act
 - Modern Slavery Act 2015
 - RBA Code of Conduct
 - Keysight's Commitment to Human Rights and Labor Standards: Keysight considers international human rights principles, legal compliance, and external human rights and labor resources in formulating the approach to human rights and labor standards management. The company is committed to fair employment practices, and comply with all national, state, and local laws, including those pertaining to labor compliance, nondiscrimination, and equal opportunity.
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

- Keysight's CSR Key KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
- The Keysight Labor Management System and its repository support Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.

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

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

Comments

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

References

[Compliance Hotline](#)

[Contact Keysight](#)

[CSR Management System](#)

[CSR News, Awards and Recognition](#)

[CSR Pillar: Our People](#)

[CSR Website](#)

[Equal Employment Opportunity Policy Statement](#)

[Global Human Rights and Labor Standards Policy](#)

[Keysight: Our Benefits](#)

[Keysight: Our Culture](#)

[Standards of Business Conduct \(SBC\)](#)

402-1 - Minimum notice periods regarding operational changes

Comments

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

GRI 403: Occupational Health and Safety 2018

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

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

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

Describe policies or commitments regarding the material topic:

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

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

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

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

Describe actions taken to manage the topic and related impacts:

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

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

[CSR Management System](#)

[Environmental, Health and Safety \(EHS\) Policy](#)

[ISO 14001:2015 Certificate](#)

[ISO 45001:2018 Certificate](#)

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

403-1 - Occupational health and safety management system

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

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

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

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

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

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

References

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#) Page(s) 7-10

[ISO 45001:2018 Certificate](#)

[ISO 14001:2015 Certificate](#)

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

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

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

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

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

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

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

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

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

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

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

References

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

Page(s) 7-10

403-3 - Occupational health services

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

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

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

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

References

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

Page(s) 7-10

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

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

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

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

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

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

Keysight has employee network groups that are open to all employees and consist of groups of employees that voluntarily come together to identify, highlight, and help address employee-development opportunities.

References

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

Page(s) 7-10

403-5 - Worker training on occupational health and safety

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

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

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

References

[Keysight's Leadership Model \(KLM\)](#)

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

Page(s) 7-10

403-6 - Promotion of worker health

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

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

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

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

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

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

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

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

References

[Environmental, Health and Safety \(EHS\) Policy](#)

[Keysight's Leadership Model \(KLM\)](#)

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

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

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

	2025	2024	2023	2022
	Percentage	Percentage	Percentage	Percentage
Total covered by such a system	100%	100%	100%	100
Total covered by such a system that has been internally audited:	100%	100%	100%	100
Total covered by such a system that has been audited or certified by an external party:	100%	100%	100%	100

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

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

403-9 - Work-related injuries

Work-Related Injuries, Employees

Employees	2025	2024	2023	2022
Number of fatalities:	0	0	0	0
Rate of fatalities:	0	0	0	0
Number of high-consequence work-related injuries:	8	1	4	2
Rate of high-consequence work-related injuries:	0.04	0.00	0.02	0.01
Number of recordable work-related injuries:	43	42	34	38
Rate of recordable work-related injuries:	0.20	0.21	0.17	0.19
The main types of work-related injury:	Slip, trip, and fall (15 injuries, 35%), cumulative trauma (11 injuries, 26%), contact with moving parts (eight injuries, 19%)	Slip, trip, and fall (13 injuries, 31%); cumulative trauma (nine injuries, 21%); acute overexertion (five injuries, 12%)	Slip, trip, and fall (10 injuries, 28%); contact with objects or equipment (eight injuries, 22%); cumulative trauma (seven injuries, 19%)	COVID-19 (nine illnesses, 24%); slip, trip, and fall (six injuries, 16%); cumulative trauma (six injuries, 16%); acute overexertion (five injuries, 13%); laceration (five injuries, 13%)
Number of hours worked:	42,054,000	40,390,000	40,574,000	39,464,000

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

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

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

200,000

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

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

Comments

Keysight's previous year reporting of "Number of High-Consequence Work-Related Injuries" and "Rate of High-Consequence Work-Related Injuries" omitted data in error. Keysight is restating the values for these data categories for reporting years 2024, 2023, and 2022 to accurately reflect data for high-consequence work-related injuries.

403-10 - Work-related ill health

Work-Related Ill Health, Employees

Employees	2025	2024	2023	2022
Number of fatalities as a result of work-related ill health:	0	0	0	0
Number of cases of recordable work-related ill health:	13	13	9	16
Main types of work-related ill health:	Cumulative trauma disorders (11), skin sensitization (one), psychological stress (two).	Cumulative trauma disorder (nine), psychological stress (two), eye irritation (one), skin rash (one).	Cumulative trauma disorder (seven), COVID-19 (one), respiratory irritation (one).	COVID-19 (nine), cumulative trauma disorders (six), psychological stress (one).

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

Repetitive motion during seated computer work and electronic device assembly, testing, and repair. Chemistry that may cause irritation from liquid contact or fume inhalation.

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

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

Comments

Keysight's previous year reporting of "Work-related ill health" listed incomplete data in error. Keysight is restating the values for the number and types of work-related ill health for reporting years 2024, 2023, and 2022 to accurately reflect data for work-related ill health.

GRI 404: Training and Education 2016

3-3 - Management of material topics: Training and Education

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

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

Describe policies or commitments regarding the material topic:

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

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

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

- Keysight's Commitment to Learning and Development: Providing learning and professional development opportunities for employees is fundamental to Keysight's identity and is a core component of the KLM - the framework for how Keysight operates.
 - Keysight also offers tuition reimbursement, supports employees taking courses and technical programs, and memberships in professional organizations and sponsorship at conferences and other events.
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR Key KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
 - 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.
-

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

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

Comments

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

References

[CSR Management System](#)

[Keysight's Commitment to Learning and Development](#)

[Keysight's Leadership Model \(KLM\)](#)

404-1 - Average hours of training per year per employee

Average Hours of Training Per Year Per Employee

Employee category	Male 2025	Female 2025	Male 2024	Female 2024	Male 2023	Female 2023	Male 2022	Female 2022
Total Workforce	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Overall Average

	Male 2025	Female 2025	Male 2024	Female 2024	Male 2023	Female 2023	Male 2022	Female 2022
Overall Average	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Comments

The company does not currently disaggregate this metric by demographic categories. Employees averaged 12.9 hours of training each, complemented by 15,750 cumulative mentoring hours — including 2,876 hours in fiscal year 2025 — fostering continuous growth and connection across the organization

Reason For Omission

Confidentiality Constraints

The company does not currently disaggregate this metric by demographic categories, as such data is not considered material for external reporting purposes.

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

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

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

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

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

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

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

- Business groups, regions, and functions enable specific skills development and training programs for their respective employees to meet the growing needs of their organizations.
- 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.
- ENGs: ENGs at Keysight are open to all employees and consist of groups of employees that voluntarily come together to identify, highlight, and help address employee-development opportunities. All ENGs have volunteerism as a key element of their annual plans. These ENGs align with Keysight's desire to support and maintain a work environment where all employees feel welcome and can contribute to the company mission. ENGs enable active learning and development and provide a reciprocal benefit between the company and employees. There are 15 ENGs worldwide at Keysight, including ENGs focused on leadership, NextGen, Toastmasters, and more.
- 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. The KLM is part of all new hire development to help them learn about the culture and framework from which Keysight operates and reinforced in new manager training to learn to lead through the KLM lens.
- Keysight Sales Enablement Training (KSET): The sales organization provides tailored training to sellers throughout their career journey. This includes new sellers, experienced, and specialized sellers. The sales training is tailored to Account Managers requiring a breadth of knowledge and Solution Engineers needing a deep technical understanding of Keysight solutions and customer requirements. Different programs serving the specific needs of sellers have been developed for ongoing training, such as S1000 for Solution Engineers, Onboarding / Neophyte for new hires, New Product Information of the Month, and dedicated sessions for critical industries, such as Wireless, Non-Terrestrial Networks, and Automotive for Account Managers. There is a strategic shift to focus on the company's customers and "Customer Centricity". Platforms used to deliver training include face-to-face, live Teams meetings, and on-demand.
- Keysight Learning Platform: The platform offers robust training and development programs, as well as learning resources.
- Keysight Strategy Activation (KSA): KSA training is another prioritized training program run globally which increases transparency and alignment to connect employee individual efforts to company strategies and results. Keysight emphasizes learning while doing, experimentation, stretch assignments, and on-the-job-learning designed to happen anywhere at any time.
- Mentorship Programs: Keysight counts on a culture that supports participation in formal and informal mentoring relationships to foster inclusion, engagement, and development. Mentorship at Keysight is accessible to all employees. It focuses on the passion, performance, and potential of employees by strengthening their connection

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

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

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

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

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

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

References

[2025 CSR Progress Report](#)

Page(s) 20

[Keysight's Commitment to Learning and Development](#)

[Keysight's Leadership Model \(KLM\)](#)

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

Percentage of Employees Receiving Regular Performance and Career Development Reviews

Employee Category	Total 2025	Total 2024	Total 2023	Total 2022
Total workforce	100	100	100	100

Comments

Keysight believes in the continuous growth of all employees. One method of capturing and tracking individual progress is in a Value Creation Plan (VCP). Ensuring that a personalized VCP is created each year enables employees to explore ways to meaningfully contribute to their organization and take accountability and ownership of their personal development journey. Regular check-ins with their manager support maintaining the VCP and fosters development discussions to set goals and objectives to fit the business needs.

GRI 405: Diversity and Equal Opportunity 2016

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

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Diversity and Equal Opportunity" was not identified as a material topic. However, the company believes that it is important to foster a workplace that includes all and ensures equal opportunities across its operations worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

- **Equal Employment Policy:** Keysight is committed to fair employment practices. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to talent management, ethics, integrity, and compliance everywhere business is conducted. Keysight's welcoming 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.
 - **Anti-Harassment Policy:** Keysight enforces its Anti-Harassment Policy, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements.
 - **Human Rights and Labor Standards Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
 - **Accommodations Policy:** Keysight is committed to fair and inclusive employment practices globally. Keysight provides reasonable accommodations to employees and applicants with disabilities, medical conditions, pregnancy-related needs, religious practices, and other protected circumstances, in accordance with applicable laws in the jurisdictions where the company operates. Keysight's goal is to enable individuals to perform the essential functions of their roles and fully participate in the workplace.
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR KPI Dashboard systematically monitors and evaluates key CSR function pillars and program performance.
 - The KLMS and its repository support Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.
-

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

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

Comments

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

References

[2025 CSR Progress Report](#)

[CSR Management System](#)

[Equal Employment Opportunity Policy Statement](#)

[Global Human Rights and Labor Standards Policy](#)

405-1 - Diversity of governance bodies and employees

Diversity of governance bodies and employees

	Gender			Age Group			Other indicators of diversity
	Male	Female	Other	Under 30 years old	30-50 years old	Over 50 years old	Minority/Vulnerable groups
Governance Bodies Members	N/A	N/A	N/A	0%	0%	100%	N/A
Employee Category							
Total	68.2%	29.5%	2.3%	12.9%	55.7%	31.44%	N/A
Management	73.3%	23.6%	3.1%	0.5%	50.9%	48.6%	N/A

Comments

"Other" also includes those that prefer not to disclose.

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

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

Employee Category	Location	2025 Ratio	2024 Ratio	2023 Ratio	2022 Ratio
Active, Regular	Belgium	N/A	0.98	N/A	N/A
Active, Regular	Canada	1.01	1.06	1.06	1.052
Active, Regular	China	0.97	0.97	0.97	0.991
Active, Regular	Finland	0.96	0.97	0.93	0.93
Active, Regular	France	0.99	0.96	0.96	0.959
Active, Regular	Germany	1.00	0.99	1.00	0.999
Active, Regular	India	0.97	0.98	0.96	0.97
Active, Regular	Italy	0.97	0.98	0.98	0.975
Active, Regular	Japan	1.00	0.98	0.98	0.979
Active, Regular	Korea	1.06	1.01	1.03	1.011
Active, Regular	Malaysia	0.97	0.97	0.98	0.97
Active, Regular	Netherlands	1.02	N/A	N/A	N/A
Active, Regular	Romania	0.96	0.95	0.94	0.931
Active, Regular	Singapore	0.99	0.99	1.00	1.004
Active, Regular	Spain	0.99	1.01	0.99	1.001
Active, Regular	Taiwan	0.98	1.01	1.04	1.048
Active, Regular	United Kingdom	1.01	1.02	0.99	0.992
Active, Regular	United States	0.98	0.98	0.98	0.983
Active, Regular	Total Worldwide	0.98	0.98	0.98	0.98

The definition used for 'significant locations of operation':

To be consistent with previous years' reporting on this topic, the company defines 'significant locations of operations' for the ratio of basic salary and remuneration of women to men as countries and areas with 100+ headcount.

Comments

In fiscal year 2024, Belgium headcount surpassed 100 due to an acquisition and was included. In fiscal year 2025, Belgium headcount dropped below 100 and was excluded in reporting. Additionally, in fiscal year 2025, Netherlands headcount surpassed 100 and was included in the reporting.

GRI 406: Non-discrimination 2016

3-3 - Management of material topics: Non-discrimination

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Non-discrimination" was not identified as a material topic. However, the company believes that it is important to uphold fair treatment and respect for human rights across its operations worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

- **Equal Employment Policy:** Keysight is committed to fair employment practices. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to talent management, ethics, integrity, and compliance everywhere business is conducted. Keysight's welcoming 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.
 - **Anti-Harassment Policy:** Keysight enforces its Harassment Policy, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements. The company also has regionally specific non-harassment trainings for managers of employees in locations, where local laws require such training.
 - **Human Rights and Labor Standards Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
- The KLMS and its repository support Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.

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

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

Comments

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

References

[CSR Management System](#)

[Equal Employment Opportunity Policy Statement](#)

[Global Human Rights and Labor Standards Policy](#)

[Keysight: Our Culture](#)

[Standards of Business Conduct \(SBC\)](#)

406-1 - Incidents of discrimination and corrective actions taken

Total number of incidents of discrimination

	2025	2024	2023	2022
Total number of incidents of discrimination	0	0	0	0

Comments

Keysight is not aware of any incidents of unlawful discrimination during the reporting period.

GRI 407: Freedom of Association and Collective Bargaining 2016

3-3 - Management of material topics: Freedom of Association and Collective Bargaining

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Freedom of Association and Collective Bargaining" was not identified as a material topic. However, the company believes that it is important to support and respect the rights of employees to freely engage in collective bargaining across its operations worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

Keysight maintains many policies and commitments regarding freedom of association and collective bargaining. Below is an example; see the referenced resources for more details on the company's policies and commitments for this material aspect.

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
 - The KLMS and its repository support Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.
-

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

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

Comments

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

References

[CSR Management System](#)

[Global Human Rights and Labor Standards Policy](#)

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

407-1 - Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Report operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights:

Keysight is unaware of any operations or suppliers in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.

Describe measures taken in the reporting period intended to support rights to exercise freedom of association and collective bargaining:

Operations:

Keysight's Human Rights and Labor Standards Policy: Keysight respects the rights of employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in accordance with local laws and established practice, if desired. Employees and / or their representatives are encouraged to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

Suppliers:

Keysight's Supplier Code of Conduct principles are based on the RBA Code of Conduct. The company has committed to making progress towards complying with the RBA Code of Conduct and expects its suppliers and sub-tier suppliers to operate in accordance with this approach. Suppliers shall respect the rights of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in a peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and / or their representatives shall be able to openly communicate with management regarding working conditions without fear of discrimination, reprisal, intimidation, or harassment.

Keysight has programs in place to monitor and verify its suppliers' conformance with the Supplier Code of Conduct. The programs include communicating Keysight's requirements to all suppliers; and conducting supplier assessments and audits to assess supplier compliance status against the requirements.

In cases where there are issues with adherence to Keysight's supplier expectations, the supplier shall initiate a corrective action plan to Keysight. The corrective action plan will be reviewed and monitored by Keysight internal audit team before the closure.

According to suppliers that completed the RBA VAP audits in fiscal year 2025, there were no incidents where the right to freedom of association and collective bargaining may be at risk.

Comments

Keysight follows the laws of each country in which the company operates. Additionally, Keysight requires suppliers to adhere to Keysight's Supplier Code of Conduct principles, which are based on the RBA Code of Conduct.

References

[Global Human Rights and Labor Standards Policy](#)

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

[RBA Validated Assessment Program \(VAP\) Operations Manual](#)

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

[Supplier Code of Conduct](#)

GRI 408: Child Labor 2016

3-3 - Management of material topics: Child Labor

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Child Labor" was not identified as a material topic. However, the company believes that it is important to promote ethical business practices and integrity across its operations and supply chain, worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

- **Eradication of Slavery and Human Trafficking:** This statement reflects Keysight's commitment and efforts to combat any forms of forced and bonded labor in its business and supply chain. It is intended to provide current and potential customers, shareholders, and employees the ability to make a better, more informed choice about the products and services they buy, the investments they make, and the company they support. This statement provides Keysight's approach to engaging employees and supply chain to eliminate forced and bonded labor, as well as support assessing and addressing the risk of slavery and human trafficking.
 - **Human Rights and Labor Standards Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
 - **Keysight Supplier Code of Conduct:** Keysight maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. These include Keysight's Supplier Code of Conduct, the Human Rights and Labor Standards Policy and the SBC. The Supplier Code of Conduct requires that all Keysight suppliers "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking."
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR Key KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
 - The KLMS and its repository support Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.
-

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

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

Comments

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

References

[Compliance Hotline](#)

[CSR Management System](#)

[Global Human Rights and Labor Standards Policy](#)

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

[Standards of Business Conduct \(SBC\)](#)

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

[Supplier Code of Conduct](#)

408-1 - Operations and suppliers at significant risk for incidents of child labor

Disclose operations and suppliers considered to have significant risk for incidents of child labor and/or young workers exposed to hazardous work:

Keysight is unaware of any operations or suppliers identified as having significant risk for incidents of child labor and / or young workers exposed to hazardous work.

Describe measures taken in the reporting period intended to contribute to the effective abolition of child labor:

Operations:

Keysight's Human Rights and Labor Standards Policy: Keysight does not use or tolerate the use of child labor. The term "child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. If child labor is identified, it is immediately corrected, and corrective actions are put in place to ensure that it does not happen again.

Suppliers:

Keysight's Supplier Code of Conduct establishes the company's expectations for suppliers, including human rights requirements that eliminate the exploitation of child labor and exposure of young workers to hazardous work. Keysight expects suppliers to adhere to its Supplier Code of Conduct, labor, and human rights practice in accordance with the International Labor Organization (ILO) and the UN Guiding Principles on Business and Human Rights. Keysight has programs in place to monitor and verify supplier conformance with the Supplier Code of Conduct as well as labor and human rights requirements. The programs include communicating Keysight's requirements to all suppliers; and conducting supplier assessments and audits to assess supplier compliance against the labor and human rights requirements.

In cases where there are issues with adherence to Keysight's supplier expectations, the supplier shall initiate a corrective action plan to Keysight. The corrective action plan will be reviewed and monitored by Keysight internal audit team before the closure.

According to suppliers that completed the RBA VAP audits in fiscal year 2025, there were no incidents of child labor.

Comments

Keysight follows the laws of each country in which the company operates. Additionally, Keysight requires suppliers to adhere to Keysight's Supplier Code of Conduct principles, which are based on the RBA Code of Conduct.

References

[Global Human Rights and Labor Standards Policy](#)

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

[RBA Validated Assessment Program \(VAP\) Operations Manual](#)

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

[Supplier Code of Conduct](#)

Page(s) 5-7

GRI 409: Forced or Compulsory Labor 2016

3-3 - Management of material topics: Forced or Compulsory Labor

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Forced or Compulsory Labor" was not identified as a material topic. However, the company believes that it is important to prevent all forms of forced or compulsory labor across its operations and supply chain, worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

- **Eradication of Slavery and Human Trafficking:** This statement reflects Keysight's commitment and efforts to combat any forms of forced and bonded labor in its business and supply chain. It is intended to provide current and potential customers, shareholders, and employees the ability to make a better, more informed choice about the products and services they buy, the investments they make, and the company they support. This statement provides Keysight's approach to engaging employees and supply chain to eliminate forced and bonded labor, as well as support assessing and addressing the risk of slavery and human trafficking.
 - **Human Rights and Labor Standards Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
 - **Keysight Forced Labor / Bonded Labor Guideline:** Keysight believes all human beings should be afforded basic rights and freedoms, including the right to freely chosen employment and fair working conditions. Keysight explicitly prohibits human trafficking and the use of involuntary labor in any forms of forced labor, bonded labor, or child labor. Forced Labor / Bonded Labor Guidelines are meant to prevent involuntary labor and human trafficking based on international labor and human rights standards as well as best practices across the global business community.
 - **Keysight Supplier Code of Conduct:** Keysight maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. These include Keysight's Supplier Code of Conduct, the Human Rights and Labor Standards Policy and the SBC. The Supplier Code of Conduct requires that all Keysight suppliers "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking."
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
 - The KLMS and its repository support Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.
-

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

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

Comments

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

References

[Compliance Hotline](#)

[CSR Management System](#)

[Global Human Rights and Labor Standards Policy](#)

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

[Standards of Business Conduct \(SBC\)](#)

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

[Supplier Code of Conduct](#)

409-1 - Operations and suppliers at significant risk for incidents of forced or compulsory labor

Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor

Type of operation (such as manufacturing plant) and supplier	Countries or geographic areas with operations and suppliers considered at risk
Keysight is unaware of any operations and suppliers having a significant risk for incidents of forced or compulsory labor.	None

Describe measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor:

Operations:

Keysight's Human Rights and Labor Standards Policy: Keysight does not use or tolerate the use of forced, bonded (including debt bondage) or indentured labor, voluntary / involuntary or exploitative prison labor, slave labor or labor obtained through the trafficking of persons including transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

Refer to Keysight's Statement on Eradication of Slavery and Human Trafficking for more information about the efforts to combat slavery and human trafficking in the company's business and supply chain.

Keysight does not hold or otherwise destroy, conceal, confiscate, or deny access by employees to their identity or immigration documents, such as government-issued identification, passports, or work permits, unless such holdings are required by law. Keysight employees are not required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid, Keysight reimburses the employee.

Suppliers:

Keysight is committed to compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the "California Act"), the Modern Slavery Act 2015 (effective October 29, 2015, the "UK Act") and the Fighting Against Forced Labour and Child Labour in Supply Chains Act (effective January 1, 2024, the "Canada Act").

The company maintains a Supplier Code of Conduct and Human Rights and Labor Standards Policy that strictly prohibits the use of slavery or human trafficking in their direct supply chain. All suppliers shall "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." Keysight expects suppliers to abide by the bans on forced or compulsory labor set forth in International Labor Organization guidelines, including Article 2 of the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105. Suppliers shall also ensure respect for human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights.

Keysight has programs in place to monitor and verify its suppliers' conformance with the Supplier Code of Conduct as well as labor and human rights requirements. The programs include communicating Keysight's requirements to all suppliers; and conducting supplier assessments and audits to assess supplier compliance status against the labor and human rights requirements.

Keysight utilizes the RBA SAQ to assess key suppliers' compliance status. Additionally, Keysight engages a third-party consultant to perform an in-depth CSR assessment of the company's suppliers. Suppliers that score below the satisfactory score are considered high-risk facilities. Each high-risk facility will be audited according to the RBA VAP to identify the significant risk for forced or compulsory labor.

In fiscal year 2025, priority non-conformances were identified with two suppliers related to forced labor risks, including prohibited recruitment fees and the retention of workers' original identification documents. Corrective action plans were implemented immediately to establish a zero-fee policy and to prohibit the holding of any worker's government-issued documentation (such as passports, work permits, or personal identification documents). In addition, the supplier has established a regular internal audit process and training program to ensure effective implementation and clear communication of the requirements.

Comments

Keysight follows the laws of each country in which the company operates. Additionally, Keysight requires suppliers to adhere to Keysight's Supplier Code of Conduct principles, which are based on the RBA Code of Conduct.

References

[Global Human Rights and Labor Standards Policy](#)

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

[Supplier Code of Conduct](#)

Page(s) 5-7

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

GRI 410: Security Practices 2016

3-3 - Management of material topics: Security Practices

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Security Practices" was not identified as a material topic. However, the company believes that it is important to promote robust security measures and maintain the highest standards of protection across its operations worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

- **Compliance Hotline:** Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in various regions.
 - **Eradication of Slavery and Human Trafficking:** This statement reflects Keysight's commitment and efforts to combat any forms of forced and bonded labor in its business and supply chain. It is intended to provide current and potential customers, shareholders, and employees the ability to make a better, more informed choice about the products and services they buy, the investments they make, and the company they support. This statement provides Keysight's approach to engaging employees and supply chain to eliminate forced and bonded labor, as well as support assessing and addressing the risk of slavery and human trafficking.
 - **Human Rights and Labor Standards Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.
 - **Keysight Forced Labor / Bonded Labor Guideline:** Keysight believes all human beings should be afforded basic rights and freedoms, including the right to freely chosen employment and fair working conditions. Keysight explicitly prohibits human trafficking and the use of involuntary labor in any forms of forced labor, bonded labor, or child labor. Forced Labor/Bonded Labor Guidelines are meant to prevent involuntary labor and human trafficking based on international labor and human rights standards as well as best practices across the global business community
 - **SBC Training:** Keysight requires all employees and managers to complete the annual SBC training. This practice sets the expectation for all employees to remain accountable to the company's high ethical standards and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with fellow employees. Employees are accountable for knowing, understanding, and complying with these Standards on a daily basis. In addition, managers conduct regular reviews of these Standards with employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight.
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.
 - The KLMS and its repository support 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 2025, 100% of employees completed SBC training.
 - Keysight developed its security policy to enhance the security of Keysight's people, property, and proprietary assets and to establish basic security thresholds and responsibilities for Keysight employees.
-

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

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

Comments

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

References

[Compliance Hotline](#)

[CSR Management System](#)

[Global Human Rights and Labor Standards Policy](#)

[Keysight Security - Keysight's Commitment to Security in a Connected World](#)

[Standards of Business Conduct \(SBC\)](#)

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

410-1 - Security personnel trained in human rights policies or procedures

Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security:

100%

Training requirements also apply to third-party organizations providing security personnel:

Yes

Comments

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

References

[Supplier Code of Conduct](#)

GRI 411: Rights of Indigenous Peoples 2016

3-3 - Management of material topics: Rights of Indigenous Peoples

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Rights of Indigenous Peoples" was not identified as a material topic. However, the company believes that it is important to respect and uphold the rights of indigenous peoples worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

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

- **Compliance Hotline:** Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in various regions.
 - **Equal Employment Policy:** Keysight is committed to fair employment practices. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to talent management, ethics, integrity, and compliance everywhere business is conducted. Keysight's welcoming environment helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration.
 - **Human Rights and Labor Standards Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence. Furthermore, Keysight is committed to fostering a culture where its employees feel welcome and are given the tools they need to excel and meet the company's expectations.
-

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

- Keysight's CSR KPI Dashboard which systematically monitors and evaluates key CSR function pillars and program performance.

- The KLMS and its repository support Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement.
-

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

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

Comments

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

References

[Compliance Hotline](#)

[CSR Management System](#)

[CSR Pillar: Our People](#)

[CSR Website](#)

[Equal Employment Opportunity Policy Statement](#)

[Global Human Rights and Labor Standards Policy](#)

[Standards of Business Conduct \(SBC\)](#)

411-1 - Incidents of violations involving rights of indigenous peoples

Total number of identified incidents involving indigenous rights

	2025	2024	2023	2022
Total number of identified incidents involving indigenous rights	0	0	0	0

Comments

There have been no recorded incidents involving the rights of indigenous people.

GRI 414: Supplier Social Assessment 2016

3-3 - Management of material topics: Supplier Social Assessment

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Supplier Social Assessment" was not identified as a material topic. However, the company believes that it is important to encourage responsible social practices throughout its supply chain, worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

Keysight's Supplier Code of Conduct establishes the expectations for suppliers, which include ethical business practices, social responsibility, environmental sustainability, and product quality. This Code's principles are based on the RBA Code of Conduct, and the company has committed to making progress towards complying with the RBA Code of Conduct. Suppliers are required to adhere to Keysight's Supplier Code of Conduct, which includes ethical, labor, and human rights requirements in accordance with the RBA Code of Conduct, as well as the ILO and the UN Guiding Principles on Business and Human Rights.

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

[CSR Management System](#)

[Global Human Rights and Labor Standards Policy](#)

[Keysight's Supply Chain Management](#)

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

[Supplier Code of Conduct](#)

[Supplier Compliance Management System](#)

414-1 - New suppliers that were screened using social criteria

Percentage of new suppliers that were screened using social criteria

	2025	2024	2023	2022
Percentage (%) of new suppliers that were screened using social criteria:	100%	100%	100%	100%

Comments

Keysight is committed to be in compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the "California Act"), the Modern Slavery Act 2015 (effective October 29, 2015, the "U.K. Act"), and the Fighting Against Forced Labour and Child Labour in Supply Chains Act (effective January 1, 2024, the "Canada Act"). Keysight's Supplier Code of Conduct and Human Rights and Labor Standards Policy strictly prohibit the use of slavery or human trafficking in Keysight's direct supply chain.

All suppliers shall comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking (as those terms are used in the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43).

Suppliers shall ensure respect for human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights.

These policies and requirements are cascaded to all new suppliers during the onboarding process. The Supplier Code of Conduct is also cited on Keysight's Purchase Order Terms and Conditions.

References

[Global Human Rights and Labor Standards Policy](#)

[Purchase Order Terms and Conditions](#)

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

[Supplier Code of Conduct](#)

Page(s) 5-7

414-2 - Negative social impacts in the supply chain and actions taken

The reporting organization shall report the following information

	2025	2024	2023	2022
Number of suppliers assessed for social impacts:	13	13	9	7
Number of suppliers identified as having significant actual and potential negative social impacts:	2	1	2	2
Significant actual and potential negative social impacts identified in the supply chain:	From the audit results in fiscal year 2025, priority non-conformances were identified with two suppliers related to forced labor risks, including prohibited recruitment fees and the retention of workers' original identification documents.	From the audit results in fiscal year 2024, priority non-conformances cited were related to the issues of service provider's recruitment fee.	From the audit results in fiscal year 2023, priority non-conformances cited were related to the issues of freely chosen employment, working hours and service provider's recruitment fee.	As the result of audits in 2022, Keysight identified two suppliers with significant actual and potential negative social impacts, which the priority non-conformances are related to the subsection of freely chosen employment.
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	15%	7%	22%	28%
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment.	0%	0%	0%	0%

Comments

From the RBA VAP audits that were conducted to suppliers' manufacturing facilities in fiscal year 2025, priority non-conformances were identified with two suppliers related to forced labor risks, including prohibited recruitment fees and the retention of workers' original identification documents. Corrective action plans were implemented immediately to establish a zero-fee policy and to prohibit the holding of any worker's government-issued documentation (such as passports, work permits, or personal identification documents). In addition, two suppliers established a regular internal audit process and training program to ensure effective implementation and clear communication of the requirements. For other non-conformances identified during audits, suppliers are required to provide CAPs for each non-conformance. All CAPs shall be implemented in a timely manner as defined on the RBA VAP protocol.

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

GRI 415: Public Policy 2016

3-3 - Management of material topics: Public Policy

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

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

Describe policies or commitments regarding the material topic:

During Keysight's recent formal CSR double materiality analysis, "Public Policy" was not identified as a material topic. However, the company believes that it is important to encourage the development of sound public policy, worldwide, to better serve its customers, employees, and communities. Keysight strives to provide leadership in advancing a world in which all customers have access to affordable, innovative, and sustainable technological solutions.

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

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

CSR Management System

415-1 - Political contributions

If applicable, how the monetary value of in-kind contributions was estimated:

Keysight does not provide in-kind contributions.

Comments

Keysight complies with all provisions of the Lobbying Disclosure Act (LDA) of 1995 (2 U.S.C. § 1601) and all applicable amendments. Keysight files all required LD-203 forms on Political Contributions and LD-2 forms on Lobbying Activities during a quarterly and semi-annual basis.

References

[Lobbying Disclosure](#)

GRI 417: Marketing and Labeling 2016

3-3 - Management of material topics: Marketing and Labeling

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

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

Describe policies or commitments regarding the material topic:

No response provided

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

[CSR Management System](#)

[Quality Policy](#)

417-1 - Requirements for product and service information and labeling

Requirements for Product and Service Information and Labeling

Product/service information	Required for product/service labeling
The sourcing of components of the product or service	No
Content, particularly with regard to substances that might produce an environmental or social impact	Yes
Safe use of the product or service	Yes
Disposal of the product and environmental/social impacts	Yes

Percentage of Significant Product or Service Categories

	2025	2024	2023	2022
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for product and service information and labeling:	90%	90%	90%	90%

Comments

Keysight complies with required labeling for substance identification in its products in accordance with required regulations, and safe use guidance for products produced by Keysight. Annually, Keysight communicates materials specifications through the GSE to its suppliers which sets general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging that are incorporated into Keysight products. This specification ensures compliance with global regulations and minimizes the environmental impact of its products. Keysight, original equipment manufacturer (OEM) products, and battery labels include the crossed-out wheeled bin symbol to help assure proper disposal. The company operates an end-of-life customer returns system. In addition, Keysight provides end-of-life management options where legally required. Reuse programs are offered for selected Keysight products. These programs address the requirements of the European WEEE (Waste from Electrical and Electronic Equipment) Directive.

References

[General Specification for the Environment \(GSE\)](#)

[Keysight: Product Take-Back Program \(WEEE\)](#)

417-2 - Incidents of non-compliance concerning product and service information and labeling

Incidents of Non-Compliance Concerning Product and Service Information and Labeling

	2025	2024	2023	2022
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a fine or penalty:	0	0	0	0
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a warning:	0	0	0	0
Total number of incidents of non-compliance with voluntary codes for product and service information and labeling:	0	0	0	0

If the organization has not identified any non-compliance with regulations and/or voluntary codes, provide a brief statement of this fact:

Keysight had no incidents of non-compliance regarding products or non-compliance issues regarding labeling. In addition, Keysight did not have any non-compliance incidents for product-related claims during the reporting period.

417-3 - Incidents of non-compliance concerning marketing communications

Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications

	2025	2024	2023	2022
Total number of incidents of non-compliance with regulations resulting in a fine or penalty:	0	0	0	0
Total number of incidents of non-compliance with regulations resulting in a warning:	0	0	0	0
Total number of incidents of non-compliance with voluntary codes:	0	0	0	0

If the organization has not identified any non-compliance with regulations and/or voluntary codes, provide a brief statement of this fact:

Keysight has not received any notifications or indications of non-compliance during the reporting period.

GRI 418: Customer Privacy 2016

3-3 - Management of material topics: Customer Privacy

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

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

Describe policies or commitments regarding the material topic:

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

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

Keysight's approach to data privacy compliance focuses on transparency, security, and documentation. Keysight provides upfront notice to all data subjects, whether Keysight customers or third parties of what personal data the company collects and for what purpose. Keysight does not use the data for any purposes inconsistent with the purpose for which the data was originally collected without additional notice and consent where required. Keysight maintains appropriate security measures to protect the personal data in the possession of the company. And Keysight maintains records of the company's processing activities to be able to provide complete information to data subjects and regulators alike. Relevant Keysight employees are trained on these processes, and specific policies are maintained setting out these requirements.

Describe actions taken to manage the topic and related impacts:

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

Report information about tracking of effectiveness of actions taken:

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

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

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

Comments

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

References

[CSR Management System](#)

[Customer Privacy Statement](#)

[Keysight Security - Keysight's Commitment to Security in a Connected World](#) Page(s) 6-7

418-1 - Substantiated complaints concerning breaches of customer privacy and losses of customer data

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

	2025	2024	2023	2022
Total number of complaints concerning breaches of customer privacy received from outside parties and substantiated by the organization:	0	0	0	0
Total number of complaints concerning breaches of customer privacy received from regulatory bodies:	0	0	0	0
Total number of identified leaks, thefts, or losses of customer data:	0	0	0	0

If the organization has not identified any substantiated complaints, provide a brief statement of this fact:

Keysight did not have any substantiated complaints concerning breaches of customer privacy or losses of customer data during the reporting period.

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Energy Management

Energy Use by Source (RT-EE-130a.1)

(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable

Total amount of energy consumed, in gigajoules (GJ)	965,455
Percentage of energy consumed from grid electricity (%)	71.99%
Percentage of energy consumed that was renewable energy (%)	6.95%

Comments

Keysight's percentage of renewable energy consumed in fiscal year 2025 resulted from the utilization of onsite solar generation and utility provided energy attribute certificates (EAC) paired with grid electricity. Sites with location-based EACs are included in the total percentage of the grid electricity.

References

[2025 CSR Progress Report](#)

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

Water & Wastewater Management

Water Use and Sources (TC-ES-140a.1)

Total water withdrawn from all sources, in thousands of cubic metres (m³)

Total water withdrawn from all sources, in thousands of cubic metres (m ³)	834.35
--	--------

Portions of water supply by source, Percentage of total use (%)

Disclose portions of water supply by source	Percentage of total use by water source (%)
Groundwater	3.24%
Third-Party Water	96.73%
Surface Water-River	0.03%

Total water consumed in operations

Total water consumed in operations, in thousands of cubic metres (m ³)	141.28
Percentage of total water that is withdrawn in areas with High or Extremely High Baseline Water Stress (%)	14.66%
Percentage of total water consumed in areas with High or Extremely High Baseline Water Stress (%)	28.1%

Discussion Section

Identify activities that withdraw and consume water in locations with High or Extremely High Baseline Water Stress
<p>Water Consumption = Water Withdrawal - Water Discharge</p> <p>Water is directly used by Keysight in operational processes such as the wafer fab and micro part processing at manufacturing sites. Water is also indirectly used in operations primarily for consumption (e.g., drinking water, restrooms, and cafeterias), irrigation, and chiller systems.</p> <p>Data for water stressed categories are from sites that are in high or extremely high baseline water stress areas. Data from water bills are provided by municipal water suppliers.</p> <p>Keysight uses the World Resources Institute (WRI) Aqueduct Water Risk Atlas to determine water stress. The company inputs the location of all sites under its operational control for water-related activities to determine the level of water stress. Keysight considers sites to be in areas with water stress if the level is "high" or "extremely high". By using the WRI aqueduct tool, Keysight can analyze which sites may be most impacted by drought conditions in the future. The results of the WRI aqueduct analysis are presented to the appropriate Workplace Solutions teams, which are responsible for management of operational infrastructure and global real estate.</p>

Comments

Keysight understands that water is an important resource upstream for many of its suppliers. Keysight products have minimal water impacts downstream, in the customer stage of its value chain. Most of Keysight's products and solutions do not require water during use. Keysight does not anticipate any significant change in water dependency for its direct or indirect operations in the future.

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

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

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

Apex Companies, LLC conducted an independent verification of Keysight's water withdrawal, water discharge, and water consumption for fiscal year 2025. Please refer to the attached relevant Water Independent Limited Assurance Statement.

References

[Emissions & Water Data Verification Statements](#)

[FY 2025 Water Independent Limited Assurance Statement](#)

[Keysight's Water Use and Stewardship](#)

Waste & Hazardous Materials Management

Hazardous Waste Generated and Recycled (RT-EE-150a.1)

(1) Amount of hazardous waste generated, (2) percentage recycled

Total weight of hazardous waste generated, in metric tonnes (t)	999.62
Total weight of hazardous waste recycled, in metric tonnes (t)	694.60
Percentage of hazardous waste recycled (%)	69.49%
Percentage of hazardous waste generated that was incinerated (%)	1.53%

Disclosure section

Disclose the frameworks used to define hazardous waste and recycled hazardous waste, and the amounts and percentages defined in accordance with each applicable framework
All hazardous waste vendors meet local regulatory requirements and in addition are reviewed by the company's local Environmental, Health and Safety (EHS) teams to ensure compliance.

References

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

Hazardous Waste Generated and Recycled from Manufacturing (TC-ES-150a.1)

Amount of hazardous waste from manufacturing, percentage recycled

Total weight of hazardous waste generated, in metric tonnes (t)	999.62
Total weight of hazardous waste recycled, in metric tonnes (t)	694.60
Percentage of hazardous waste recycled (%)	69.49%
Percentage of hazardous waste generated incinerated (%)	1.53%

Discussion Section

Disclose the standards with which the entities the company has transferred e-waste to are compliant
All e-waste vendors meet local regulatory requirements and are reviewed by the company's local EHS teams to ensure compliance.
Disclose the frameworks used to define hazardous waste and recycled hazardous waste, and the quantities and percentages defined in accordance with each applicable framework
All hazardous waste vendors meet local regulatory requirements and are reviewed by the company's local EHS teams to ensure compliance.

References

[Keysight's Sustainability and Environmental, Health and Safety \(EHS\) Commitment](#)

Number and aggregate quantity of reportable spills, quantity recovered (RT-EE-150a.2)

(1) Number and aggregate quantity of reportable spills, (2) quantity recovered

Disclose the total number and quantity (in kilogrammes) of reportable spills	Total
Total Number	0
Total Quantity (kg)	0
Total Soil Number	0
Total Soil Quantity (kg)	0
Total Water Number	0
Total Water Quantity (kg)	0
Total Past Number	0
Total Past Quantity (kg)	0
Quantity Recovered (kg)	0

Discussion Section

Discuss activities to remediate spills that occurred in years prior to the reporting period but for which remediation activities are ongoing and long-term
Not applicable

Customer Privacy

Advertising and Privacy Discussion (TC-SI-220a.1)

Description of policies and practices relating to targeted advertising and user privacy.

Describe the nature, scope, and implementation of policies and practices related to user privacy, with a focus on how you address the collection, usage, and retention of user information
Customer success is at the heart of everything Keysight does. One of the ways the company helps honor its customer relationships is by ensuring that it respects and protects customer personal data privacy, and that the company is transparent in how this is done. As such, Keysight's publicly available Customer Privacy Statement provides a clear and prominent explanation of how Keysight collects, uses, shares, and protects customer personal data. See the Keysight Customer Privacy Statement to learn more.
Disclose the applicable jurisdictional standard or definition used for personal data
Keysight takes care to implement the jurisdictional standards for the handling of personal data applicable to each jurisdiction where it operates. As a general rule, Keysight treats "personal data" as "any information relating to an identified or identifiable natural person".
Describe the information "lifecycle" and how information-handling practices at each stage may affect individual's privacy
Information about Keysight's collection, use, retention, processing, disclosure, and destruction of personal data is available in Keysight's Customer Privacy Statement.

References

[Customer Privacy Statement](#)

[Keysight Security - Keysight's Commitment to Security in a Connected World](#)

[Standards of Business Conduct \(SBC\)](#)

User Information Use (TC-SI-220a.2)

Number of unique users whose information is used for secondary purposes

Total number of unique users whose information is used for secondary purposes	N/A
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Definition of personal data

Disclose the applicable jurisdictional standard or definition used for personal data
Keysight takes care to implement the jurisdictional standards for the handling of personal data applicable to each jurisdiction where it operates. As a general rule, Keysight treats "personal data" as "any information relating to an identified or identifiable natural person".

Comments

Keysight's policy is that all processing of customer or potential customer personal data shall be consistent with Keysight's Customer Privacy Statement, which explains how the company collects, uses, shares, and protects customer and potential customer personal data.

References

[Customer Privacy Statement](#)

User Privacy Legal Losses (TC-SI-220a.3)

Total amount of monetary losses as a result of legal proceedings associated with user privacy

Total monetary losses	0
Monetary losses from adjudicative proceedings	0
Monetary liabilities to opposing parties or others	0

Discussion Section

Briefly describe the nature and context of all monetary losses as a result of legal proceedings
Not applicable
Describe any corrective actions implemented as a result of the legal proceedings
Not applicable

Data Security

Data Security Policies (TC-HW-230a.1)

Description of approach to identifying and addressing data security risks in products

Describe approach to identifying information system vulnerabilities that may pose a data security risk in your products
<p>Keysight's Product and Solution Security Program is focused on the cybersecurity of the company's products and solutions through:</p> <ul style="list-style-type: none">• Adoption of secure design principles and coding practices across product development.• Following the NIST SP800-218 Secure Software Development Framework to mitigate the risk of software vulnerabilities.• Establishment of the Keysight Product Lifecycle (KLC) which is used as the framework to structure a project for the development of a product or solution.
Describe approach to managing identified data security risks and vulnerabilities associated with your products
<p>The KLC specifies that a Product Security Development Plan (PSDP) is required at the definition phase of a project. The PSDP provides a framework for the project manager and their team to ensure the adoption of secure product development methodologies throughout the development lifecycle as well as the implementation of required security features and controls.</p> <p>In addition, Keysight's Product Security team has developed an in-house, web-based Vulnerability Management Tool to help perform vulnerability assessment of Keysight developed products. The tool allows teams to identify, track, and mitigate vulnerabilities that they find in their product. The results are also made available to business managers and used to validate conformance during the KLC checkpoint sign-off.</p>
Describe products and services that specifically enable enhanced data security for users or features, if relevant
<p>Faster, more reliable communications, connected devices, and artificial intelligence (AI) technologies support emerging innovations across multiple applications, including crisis management, community security, healthcare, next-generation aeronautics, autonomous vehicles, and smart devices. Such applications connect and secure global communities by providing the technology needed to address privacy rights and safety threats quickly and efficiently. However, the ubiquitous use of networked data, devices, and AI technologies for these purposes, also opens the door to vulnerabilities that can result in new, unintended safety issues and privacy implications.</p> <p>Keysight solutions test performance, validate security, and monitor deployments of these technologies in real-time. This enables customers to find and fix vulnerabilities before they impact operations, thereby maintaining end user safety, security and privacy as applications are scaled to connect and secure the planet.</p>
Discuss observed trends in type, frequency, and origination of data security and information systems attacks
<p>Cyber threats, particularly those related to ransomware and distributed denial of service (DDoS) attacks, around the world continue to evolve with greater complexity, severity, and impact to businesses.</p>

Describe the degree to which your approach is aligned with an external standard or framework, or applicable jurisdictional legal or regulatory framework for managing data security

Keysight's information security policies and governance structure are designed to ensure Keysight meets all applicable laws, certification requirements, and accreditations including:

- ISO 27001:2013 Certification for ISMS
- UK Cyber Essentials PLUS Certification
- PCI-DSS Certification
- Enterprise-wide information security policies based on the NIST SP800-171 framework.

References

2026 Proxy Statement	Page(s) 20 (pdf 36/130)
CSR Pillar: Our Solutions	
CSR Resources Hub	'Registrations and Certifications' section
Keysight Security - Keysight's Commitment to Security in a Connected World	Page(s) 2-3

Data Breaches (TC-SI-230a.1)

(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected

Total number of data breaches	0
Percentage of data breaches that were personal data breaches (%)	0%
Total number of unique users affected by personal data breaches	0

Discussion Section

Disclose the applicable jurisdictional standard or definition used for personal data
Keysight takes care to implement the jurisdictional standards for the handling of personal data applicable to each jurisdiction where it operates. As a general rule, Keysight treats "personal data" as "any information relating to an identified or identifiable natural person".
Describe the corrective actions taken in response to data breaches
Not Applicable
Disclose policy for disclosing data breaches to affected users in a timely manner
Processes are in place to notify impacted stakeholders during and after a reportable event.

References

[Customer Privacy Statement](#)

[Keysight Security - Keysight's Commitment to Security in a Connected World](#)

Data Security Discussion (TC-SI-230a.2)

Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.

Describe your approach to identifying information system vulnerabilities that may pose a data security risk
Keysight uses an enterprise-wide risk management program and Information Security Review process designed to identify, monitor, and report cyber and other security risks. The company evaluates the likelihood and impact of potential threats and implements mitigation strategies informed by internal audits, external assessments, and industry benchmarks.
Describe your approach to managing identified data security risks and vulnerabilities
In addition to risk assessment, Keysight's cybersecurity risk management program includes incident detection and response, training and awareness, security tools optimization, and third-party risk management.
Describe your use of third-party cybersecurity risk management standards
Keysight's information security policies and governance structure are designed to ensure Keysight meets all applicable laws, certification requirements, and accreditations including: <ul style="list-style-type: none">• ISO 27001:2013 Certification for ISMS• UK Cyber Essentials PLUS Certification• PCI-DSS Certification• Enterprise-wide information security policies based on the NIST SP800-171 framework.
Discuss observed trends in type, frequency and origination of attacks on data security and information systems
Cyber threats, particularly those related to ransomware and DDoS attacks, around the world continue to evolve with greater complexity, severity, and impact to businesses.

References

2026 Proxy Statement	Page(s) 20 (pdf 36/130)
CSR Resources Hub	'Registrations and Certifications' section
Keysight Security - Keysight's Commitment to Security in a Connected World	Page(s) 2-3

Product Quality & Safety

Number of Recalls Issued, Total Units Recalled (RT-EE-250a.1)

(1) Number of recalls issued, (2) total units recalled

Recalls:			
Total Recalls Issued	N/A	Total Units Recalled	N/A
Voluntary and Involuntary Recalls			
Total Voluntary Recalls	N/A	Percentage of Voluntary Recalls (%)	N/A
Total Involuntary Recalls	N/A	Percentage of Involuntary Recalls (%)	N/A

Discussion Section

Discuss notable recalls
Not applicable

Comments

Keysight equipment is not in scope of the US consumer safety commission activities as the company produces industrial / professional equipment only.

Product Safety Litigation (RT-EE-250a.2)

Total amount of monetary losses as a result of legal proceedings associated with product safety

Total amount of monetary losses resulting from legal proceedings associated with product safety	0
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Discussion Section

Describe the nature and context of all monetary losses resulting from legal proceedings
Not applicable
Describe any corrective actions implemented in response to the legal proceedings
Not applicable

Labour Practices

Work Stoppages (TC-ES-310a.1)

(1) Number of work stoppages and (2) total days idle

Number of work stoppages involving 1,000 or more workers lasting one full shift or longer	0
Total days idle because of stoppages	0

Discussion Section

Describe the reason for each work stoppage (as stated by labour), the effect on operations and any corrective actions taken as a result
Not applicable

Employee Health & Safety

Direct and Contract Employee Incident Rate (TC-ES-320a.1)

Total recordable incident rate (TRIR) and near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees

Total recordable incident rate (TRIR) for direct employees	1.02
Total recordable incident rate (TRIR) for contract employees	N/A
Near miss frequency rate (NMFR) for direct employees	0.26
Near miss frequency rate (NMFR) for contract employees	N/A

Discussion Section

Disclose the process for classifying, identifying, and reporting near misses
Number of incidents that did not result in a recordable injury, illness, physical damage, or environmental damage but had the potential to do so. 55 near misses x (200,000 / 42,054,000 hours worked).

Comments

Keysight does not maintain TRIR or NMFR for contract employees.

Facility Audits (TC-ES-320a.2)

Percentage of (1) entity’s facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities

Percentage of all manufacturing facilities audited in compliance with the RBA VAP protocol (%)	0%
Percentage of high risk manufacturing facilities audited in compliance with the RBA VAP protocol (%)	N/A
Percentage of Tier 1 suppliers’ manufacturing facilities audited in compliance with the RBA VAP (%)	24%
Percentage of high risk Tier 1 suppliers’ manufacturing facilities audited in compliance with the RBA VAP (%)	N/A

Discussion Section

Disclose equivalent code of conduct, if used, and how the criteria of the code of conduct are equivalent to those of the RBA VAP
<ul style="list-style-type: none"> • Manufacturing facilities: There were no RBA VAP audits conducted in fiscal year 2025 • Tier-1 supplier manufacturing facilities: Keysight utilizes the Responsible Business Alliance (RBA) Self-Assessment Questionnaire (SAQ) to assess its key suppliers' compliance status. In addition to this, Keysight engaged a third-party consultant to perform in-depth Corporate Social Responsibility (CSR) assessment at suppliers against industrial CSR practices. Suppliers that score below the satisfactory level are considered high-risk facilities. In fiscal year 2025, no suppliers were identified as high-risk.

Non-Conformance Rate with the RBA VAP (TC-ES-320a.3)

(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority nonconformances and (b) other non-conformances, disaggregated by (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities

Rates of priority non-conformance with the RBA VAP for your manufacturing facilities	N/A
Rates of other non-conformance with the RBA VAP for your manufacturing facilities	N/A
Rates of priority non-conformance with the RBA VAP for Tier 1 supplier manufacturing facilities	0.1%
Rates of other non-conformance with the RBA VAP for Tier 1 supplier manufacturing facilities	3.2%

Discussion Section

Disclose the corrective action rates associated with (a) priority non-conformances, and separately, (b) other non-conformances, reported for (i) your manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities
<ul style="list-style-type: none">• Manufacturing facilities: There were no RBA VAP audits conducted in fiscal year 2025• Tier-1 supplier manufacturing facilities: Audits were conducted in accordance with the RBA VAP protocols. Corrective action plans (CAPs) are required for each non-conformance identified during the audit. All CAPs shall be implemented timely as defined on the RBA VAP protocols.
Disclose compliance with an audit recognized by the RBA Membership Compliance Program or an equivalent code of conduct if the standard and audit are sufficiently similar in scope and enforcement to the VAP, if applicable
Keysight is an Affiliate Member of the RBA. By embracing the RBA Code of Conduct as part of its CSR program, Keysight actively pursues conformance to the code and its requirements. Keysight also strongly encourages its suppliers to abide by the code and cascade the ethical business practices, social responsibility, and environmental sustainability principles set out in Keysight's Supplier Code of Conduct.

References

[RBA Commitment Statement](#)

[Supplier Code of Conduct](#)

Employee Engagement, Diversity & Inclusion

Diversity Across Job Levels (TC-HW-330a.1)

Gender Representation of Global Employees (%)

	Executive Management (%)	Non-executive Management (%)	Technical Employees (%)	All Other Employees (%)
Women	19.0%	23.7%	18.5%	45.3%
Men	76.2%	73.2%	78.8%	53.0%
Not Disclosed	4.8%	2.9%	2.4%	1.5%
Other	0%	0.1%	0.2%	0.1%

Discussion Section

Describe policies and programmes for fostering equitable employee representation in your global operations
<ul style="list-style-type: none">• Equal Employment Policy: Keysight is committed to being an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to talent management, ethics, integrity, and compliance everywhere business is conducted. Keysight's welcoming 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.• Anti-Harassment Policy: Keysight enforces its Anti-Harassment Policy, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements.• Human Rights and Labor Policy: Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence.• Accommodations Policy: Keysight is committed to fair and inclusive employment practices globally. Keysight provides reasonable accommodations to employees and applicants with disabilities, medical conditions, pregnancy-related needs, religious practices, and other protected circumstances, in accordance with applicable laws in the jurisdictions where the company operates. Keysight's goal is to enable individuals to perform the essential functions of their roles and fully participate in the workplace.

References

[Equal Employment Opportunity Policy Statement](#)

[Global Human Rights and Labor Standards Policy](#)

[Standards of Business Conduct \(SBC\)](#)

Employee Engagement (TC-SI-330a.2)

Employee Engagement Percentage (%)

Employee Engagement Percentage (%)	80%
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Discussion Section

Describe the source of your survey, the method used to calculate the percentage, and a summary of questions or statements included in the survey or study
<p><i>Survey Source, Methodology and Calculation</i></p> <p>Employee engagement is measured using the Great Place to Work® (GPTW) Trust Index™ survey, administered by an independent third-party provider. The survey measures employee experience through an index based on employee agreement with standardized statements related to trust, pride, and camaraderie.</p> <p>The survey does not require employees to self-identify engagement levels. Instead, engagement is represented as the percentage of positive responses ("often true" or "almost always true") across Trust Index™ statements. In accordance with SASB guidance permitting conversion of an index into a percentage, Keysight reports employee engagement using the GPTW Statement score.</p> <p>For the June 2025 survey, the GPTW Statement score was 80%, which is used as the employee engagement percentage for this disclosure.</p> <p><i>Survey Content Summary</i></p> <p>The GPTW Trust Index™ survey includes 60 standardized statements, 14 demographic questions, and two open-ended questions. Statements assess core dimensions of employee engagement, including:</p> <ul style="list-style-type: none"> • Trust in leadership (credibility, respect, and fairness) • Pride in individual work and the organization • Camaraderie and collaboration within teams • Support, recognition, and resources to perform work effectively <p>These dimensions collectively reflect employee commitment, motivation, and engagement.</p>
If the survey method changes compared to previous reporting years, provide results based on both the old and new methods for the year in which the change is made
<p>The employee engagement survey methodology changed compared to the prior reporting year.</p> <p>In the prior year, Keysight measured employee engagement through internally administered surveys associated with company-wide initiatives, including the Keysight Strategy Activation (KSA) training and previously through the myVoice platform. These surveys focused on employee understanding of company strategy, confidence in the company's future, leadership behaviors, and career development, and engagement was reported as an average of positive response scores across selected questions. In the current reporting year, Keysight transitioned to the GPTW Trust Index™ survey, a standardized third-party engagement instrument. Due to differences in survey design, scoring methodology, and engagement definitions, results from the prior and current methods are not directly comparable, and therefore only results from the current methodology are disclosed for this reporting period.</p>
If results are limited to a subset of employees, provide the percentage of employees included in the study or survey, and the representativeness of the sample
<p>The survey was provided to all employees in the United States. Results reflect responses from this population and are considered representative of Keysight's US employee workforce based on broad participation across functions and locations.</p>

Disclose results of other survey findings
Not applicable

Product Design & Lifecycle Management

IEC 62474 Declarable Substances (RT-EE-410a.1)

Percentage of products by revenue that contain IEC 62474 declarable substances

Percentage of products by revenue that contain IEC 62474 declarable substances	100%
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Discussion Section

Discuss approach to managing your use of substances listed as declarable substance groups or declarable substances in IEC 62474, including a discussion of specific operational processes during which use of these substances is considered and a discussion of actions you have taken to manage the use of these substances

Keysight's General Specification for the Environment (GSE) provides Keysight's general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging purchased by Keysight worldwide. The restrictions related to Keysight products may be different than those imposed on the individual parts and components, and in some cases exceed regulatory requirements. Keysight's GSE is aligned with the structure of IEC 62474 to identify specific substances, restrictions and reporting thresholds. Please see Keysight's Environmental Framework webpage to understand the company's approach to control substances relevant to its equipment.

Identify practices with which your company assesses and manages the impact of known or potentially toxic substances with reference to other regulations, industry norms, or accepted chemical lists, and describe the degree of overlap with IEC 62474

Keysight also meets European Union (EU) Restriction of Hazardous Substances (RoHS) and EU Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) requirements.

Comments

Keysight's products contain lead in copper, steel, and aluminum alloys at concentrations that exceed the EU REACH thresholds but are allowed at these concentrations by EU RoHS exemptions. Declarable substances associated with Keysight equipment are all related to substance presence in lower-level materials, under the specification control of the company's supply chain.

References

[General Specification for the Environment \(GSE\)](#)

[Keysight: Environmental Compliance Framework](#)

[Statement on REACH](#)

[Statement on Restriction of Hazardous Substances \(RoHS\) Directives](#)

End-of-Life Product Management (TC-ES-410a.1)

Weight of end-of-life products and e-waste recovered, percentage recycled

Weight of end-of-life material recovered, in metric tonnes (t)	0
Percentage of end-of-life materials recovered and subsequently recycled (%)	0%

Comments

Keysight offers local take-back recycling programs in selected EU and European Economic Area (EEA) member states. However, Keysight's customers generally utilize their own recycling programs rather than returning their end-of-life products to Keysight. Keysight's trade in and trade up program provides a funnel for its refurbished business.

References

[Keysight: Product Take-Back Program \(WEEE\)](#)

[Keysight: Trade In](#)

Energy Efficiency Certification Percentage (RT-EE-410a.2)

Disclose the percentage of revenue from eligible products certified to an energy efficiency certification

Disclose the percentage of revenue from eligible products certified to an energy efficiency certification	N/A
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Disclose the percentage of products by revenue by energy efficiency certification

Energy Efficiency Certification	Percentage of Products by Revenue	Disclosures
N/A	N/A	N/A

Certifications by Jurisdictions

Jurisdictions	Energy Efficiency Certifications
N/A	N/A

Comments

There is no standard to measure energy efficiency of test and measurement equipment. Energy efficiency programs such as Energy Star are not applicable to Keysight products.

Percent of Eligible Products (EPEAT Registration or Equivalent) (TC-HW-410a.2)

Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent.

Percentage of products sold during the reporting period (%):	N/A
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Discussion Section:

Describe the approach to incorporating environmentally focused principles into product design:
Not applicable

Comments

Keysight products are outside the scope of Electronic Product Environmental Assessment Tool (EPEAT), a global ecolabel for the Information Technology sector. Keysight produces test and measurement equipment for commercial customers.

Revenue from Renewable Energy-related and Energy Efficiency-related Products (RT-EE-410a.3)

Revenue from renewable energy-related and energy efficiency-related products

Total revenue from renewable energy-related products	N/A
Total revenue from renewable energy efficiency-related products	N/A
Total revenue from renewable energy-related and energy efficiency-related products	N/A

Comments

Keysight's test and measurement equipment is used in the production of renewable energy-related products but does not directly produce renewable energy-related products.

Supply Chain Management

Tier 1 Supplier Facilities (TC-HW-430a.1)

Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities

Percentage of all Tier 1 suppliers' manufacturing facilities audited in compliance with the Responsible Business Alliance (RBA) Validated Audit Process (VAP) protocol (%):	24%
Percentage of Tier 1 suppliers' manufacturing facilities classified as high-risk audited in compliance with the RBA VAP protocol (%):	0%

Discussion Section

Disclose equivalent code of conduct, if used, and how the criteria of the code of conduct are equivalent to those of the RBA VAP:
Keysight utilizes the RBA SAQ to assess its key suppliers' compliance status. In addition to this, Keysight engaged a third-party consultant to perform an in-depth CSR assessment at the suppliers against industrial CSR practices. Suppliers that score below the satisfactory level are considered high-risk facilities. In fiscal year 2025, no suppliers were identified as high-risk.

Comments

Keysight is an Affiliate Member of the RBA. By embracing the RBA Code of Conduct as part of the company's CSR program, Keysight actively pursues conformance to the code and its requirements. Keysight also strongly encourages its suppliers to abide by the code and cascade the ethical business practices, social responsibility, and environmental sustainability principles set out in Keysight's Supplier Code of Conduct.

References

[RBA Commitment Statement](#)

[Supplier Code of Conduct](#)

Tier 1 Suppliers' Non-Conformance Rate (TC-HW-430a.2)

Rates of Non-Conformance with Responsible Business Alliance (RBA) Validated Audit Program (VAP)

Priority Non-Conformances:	0.1
Other Non-Conformances:	3.2

Corrective Action Rates

Priority Non-Conformances Corrective Action Rates:	100
Other Non-Conformance Corrective Action Rates:	100

Discussion Section

Disclose compliance with an audit recognized by the RBA Membership Compliance Program or an equivalent code of conduct if the standard and audit are sufficiently similar in scope and enforcement to the VAP:

Audits are conducted with reference to the RBA VAP protocols. CAPs are required for each non-conformance identified during the audit. All CAPs shall be implemented timely as defined in the RBA VAP protocols.

Materials Sourcing & Efficiency

Management of Risks (Critical Materials) (RT-EE-440a.1, TC-ES-440a.1)

Description of the management of risks associated with the use of critical materials.

Describe how you manage the risks associated with the use of critical materials in your products, including physical limits on availability and access, changes in price, and regulatory and reputational risks
Keysight continues to participate in the Responsible Minerals Initiative (RMI)'s Conflict Minerals Program and Extended Minerals Initiative. The company has collaborated with a third-party consultant to solicit Conflict Mineral Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT) responses from its suppliers to meet the company's responsible and conflict-free mineral sourcing goals. The Securities and Exchange Commission (SEC) annual disclosure report and due diligence plan concerning conflict minerals are publicly accessible on Keysight's website.

References

- [Conflict Minerals Report Form SD](#)
 - [Statement on Conflict Minerals](#)
 - [Statement on Extended Minerals Sourcing](#)
-

Business Ethics & Competitive Behaviour

Corruption, Bribery, and Anti-Competitive Behavior Policies (RT-EE-510a.1)

Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour

Discuss management system and due diligence procedures for assessing and managing corruption and bribery risks within the scope of your company's operations and those associated with business partners in its value chain
<p>Keysight's Standards of Business Conduct (SBC) sets out the framework for ethics and integrity, including how the company addresses bribery and corruption. New employees complete SBC training as part of on-boarding and the training is also available to all employees on demand. All employees take an annual SBC refresher training.</p> <p>At an operational level, Keysight employs various tools to ensure that new and existing customers are screened for red flags, including bribery and corruption. In addition, all Keysight channel partners and resellers undergo a rigorous enhanced due diligence and risk assessments, which evaluates the suitability of these entities against restricted party lists. In addition, Keysight ensures that appropriate anti-corruption provisions are included in contracts with channel partners and resellers wishing to do business with Keysight. This involves a multi-disciplinary engagement with Sales, Contracts, Compliance, and Export Controls teams working together to ensure that the SBC values translate to operational excellence.</p>
Discuss implementation of Organisation for Economic Co-operation and Development (OECD) anti-corruption guidelines
Keysight's SBC and training programs incorporate best practices in the area of anti-corruption which are broadly consistent with Organisation for Economic Co-operation and Development (OECD) recommendations.
Discuss implementation of International Chamber of Commerce (ICC) Rules of Conduct and Recommendations to Combat Extortion and Bribery
Keysight's SBC and training programs incorporate best practices in the area of anti-corruption and bribery which are broadly consistent with the International Chamber of Commerce (ICC) Rules on Combatting Corruption (2023 edition).
Discuss implementation of Transparency International Business Principles for Countering Bribery
Keysight's SBC and training programs incorporate best practices which are broadly consistent with Transparency International (TI)'s Principles for Combatting Bribery. For example, vetting new business partners with TI's Corruption Perception Index is part of Keysight's standard onboarding procedures for new counterparties.
Discuss implementation of United Nations Global Compact 10th Principle
Keysight's SBC and training programs are broadly consistent with the United Nation's Global Compact 10th Principle regarding anti-corruption.
Discuss implementation of World Economic Forum (WEF) Partnering Against Corruption Initiative (PACI)
Keysight's SBC and training incorporate best practices in the area of anti-corruption which are broadly consistent with the World Economic Forum's Partnering Against Corruption Initiative.

References

[Global Anti-Corruption Policy Summary](#)

[Standards of Business Conduct \(SBC\)](#)

Monetary Losses due to Bribery or Corruption (RT-EE-510a.2)

Total amount of monetary losses incurred during the reporting period resulting from legal proceedings associated with incidents relating to bribery and corruption

Total amount of monetary losses incurred during the reporting period resulting from legal proceedings associated with incidents relating to bribery and corruption	0
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Discussion Section

Briefly describe the nature and context of all monetary losses resulting from legal proceedings
Not applicable
Describe any corrective actions implemented in response to the legal proceedings
Not applicable

Monetary Losses due to Anti-Competitive Behaviour (RT-EE-510a.3)

Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations

Total amount of monetary losses incurred during the reporting period resulting from legal proceedings associated with anti-competitive behaviour	0
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Discussion Section

Briefly describe the nature and context of all monetary losses resulting from legal proceedings
Not applicable
Describe any corrective actions implemented in response to the legal proceedings
Not applicable

Activity Metrics

Number of Units Produced (RT-EE-000.A)

Number of Units Produced by Product Category

Product Category:	Total Number of Units Produced:
N/A	N/A

Comments

Keysight produces professional test and measurement equipment and is part of RT-EE-000.A, however the company does not publicly disclose the number of units produced.

Keysight produces over 30,000 products and option combinations of highly complex test and measurement products.

Number of Manufacturing Facilities (TC-ES-000.A)

Number of manufacturing facilities

Number of manufacturing facilities	18
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Comments

Keysight's definition of manufacturing facilities includes all sites classified as factory organizations from the company's financial inventory organization.

Manufacturing Footprint (TC-ES-000.B)

Area of manufacturing facilities

Area of manufacturing facilities in square metres (m ²)	398,393
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Comments

Keysight's definition of manufacturing facilities includes all sites classified as factory organizations from the company's financial inventory organization.

Number of Employees (TC-ES-000.C, RT-EE-000.B)

Number of employees

Number of employees	15,779
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Comments

The total number of employees includes those that are active, regular employees and excludes those on leave of absence, interns, and internal temporary workers. It does not include unintegrated acquisitions.

Owned Facilities Production (TC-HW-000.C)

Production from Owned Facilities

Percentage of production from owned facilities	83%
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Comments

Keysight's definition of manufacturing facilities includes all sites classified as factory organizations from the company's financial inventory organization. Percentage of production is calculated using the following approach:

- $\text{Area of owned manufacturing facilities} / \text{Area of total manufacturing facilities}$

Human Capital Metrics Table of Contents

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Representation

Global Workforce by Gender

Gender	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
Men	69.7%	68.7%	68.8%	69.3%	69.7%
Women	30.1%	31.2%	31.0%	30.6%	30.3%
Other	0.2%	0.2%	0.2%	N/A	N/A

Global Workforce by Generation

Generation	FY 2025
Silent Gen (Before 1946)	0.02%
Baby Boomers (1946-1963)	7.3%
Gen X (1964-1979)	36.4%
Gen Y (1980-1995)	43.9%
Gen Z (1996-2010)	12.5%

Women by Geographic Location

Geographic Location	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
Americas	23.9%	26.1%	26.9%	26.0%	25.3%
Asia	36.4%	38.2%	37.7%	37.5%	37.5%
EMEA	23.1%	22.7%	22.9%	23.2%	23.1%

Comments

Americas includes Brazil, Canada, Mexico, and US.

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

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

Women Based Outside Americas

	FY 2025
Women Based Outside Americas	73.4%

Representation of Women

	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
Women in Executive Roles	20.0%	27.1%	27.6%	23.4%	18.2%
Women in Leadership Roles	24.3%	25.5%	25.2%	24.4%	23.4%
Women in Middle Management	22.9%	22.4%	22.7%	N/A	N/A
Women in Junior Management Roles	25.4%	27.6%	26.8%	N/A	N/A
Women in Mgmt. Positions in Revenue-Generating Functions	18.6%	19.0%	18.3%	N/A	N/A
Women in Non-Managerial Positions	30.9%	31.9%	31.8%	N/A	N/A
Women in Engineering and Technical Roles	19%	18.8%	18.4%	17.5%	16.9%

US Workforce by Ethnicity

US Ethnicity	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
Asian	26.9%	25.9%	25.1%	21.9%	20.8%
Black or African American	2.6%	2.7%	2.8%	2.4%	2.2%
Hispanic or Latinx	9.3%	9.0%	8.4%	9.5%	9.1%
Native American and Alaska Native	0.5%	0.5%	0.5%	0.5%	0.5%
Native Hawaiian and Pacific Islander	0.3%	0.4%	0.4%	0.4%	0.4%
White	55.3%	56.2%	57.8%	62.3%	64.5%
Multiracial	5.0%	5.2%	5.0%	3.0%	2.6%

Representation of Underrepresented Minorities (URM) in the US

	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
URM in the US	46.6%	45.8%	44.4%	37.7%	35.5%
URM in US Leadership: In Executive Roles	35.7%	34.9%	31.8%	24.0%	21.6%
URM in US Leadership: In Leadership Roles	43%	40.6%	39.9%	33.3%	31.4%
URM in Engineering and Technical Roles in the US	50.7%	50.0%	48.8	41.4%	38.8%

Talent Acquisition

Global Women Hires

	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
Global Women Hires	29.1%	32.8%	33.9%	32.6%	33.2%

Underrepresented Minority (URM) Hires in the US

	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
URM Hires in the US	51%	57.5%	61.1%	49.1%	45.0%

Global Intern Hires by Gender

Gender	FY 2025
Men	66.1%
Women	33.0%
Other	0.9%

Global Campus Hires by Gender

Gender	FY 2025
Men	70.6%
Women	28.2%
Other	1.2%

Pay Equity

Women:Men Compensation Ratio Globally

	FY 2025
Average/Mean Women:Men Compensation Ratio Globally	0.98:1
Median Women:Men Compensation Ratio Globally	0.98:1

Underrepresented Minorities:Non-Underrepresented Minorities in the US

	FY 2025
Average Underrepresented Minorities:Non-Underrepresented Minorities in the US	0.99:1
Median Underrepresented Minorities:Non-Underrepresented Minorities in the US	0.99:1

Appendix

Data Methodology

Dataset includes all Keysight regular employee data for fiscal year 2025, starting November 1, 2024, and ending on October 31, 2025. Unless otherwise indicated, data presented in this report are snapshots taken on October 31 of the year referenced. Throughout this report, totals may not equal 100% due to rounding and/or employees who prefer not to disclose. Historical numbers may differ slightly due to rounding and refinements in methodology or data capture year over year.

Underrepresented Minority (URM) Data

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

Race and Ethnicity Categories

Data shown as of the end of Keysight's fiscal year as referenced unless otherwise noted. Data collected and reported from self-identification surveys are voluntary and may be incomplete. In some regions, local regulations and customs may prohibit the collection of this type of data. Keysight periodically asks employees to self-identify race and ethnicity for the purpose of compiling Veterans' Employment and Training Service reporting and Equal Employment Opportunity reporting (EEO-1). US employees may update their profile at any time. While employees may provide gender data, throughout the world, local law and customs may restrict our ability to collect some data which may include race, ethnicity, and gender identity in some regions.

Levels and Roles

Leadership is defined as employees who are Officer, Senior Vice President, Vice President, Senior Manager, Integrating Manager, Operating Manager, Supervisor. Executive is defined as Officer, Senior Vice President, Vice President. We define technical roles aligned to the Bureau Labor Statistics definitions for Computer and Information Technology Occupations. Technical occupations in computing and information technology involve carrying out technical and technological functions in engineering, science, and other disciplines. May perform research, development, testing and related activities. May operate technical equipment and systems. This only includes individual contributors, as managers are accounted for separately.

United Nations (UN) Global Compact Communication on Progress

Principles	Public Policies, Commitments, and Statements	Location in 2025 CSR Data Report
<p>Human Rights</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> Global Human Rights and Labor Standards Policy Keysight's Commitment to Human Rights and Labor Standards ISO 45001:2018 Certificate Statement on Eradication of Slavery and Human Trafficking Keysight Standards of Business Conduct Supplier Code of Conduct 	<ul style="list-style-type: none"> GRI 2-23 Policy commitments GRI 403 Occupational health and safety GRI 406 Non-discrimination GRI 407 Freedom of association and collective bargaining GRI 408 Child labor GRI 409 Forced or compulsory labor
<p>Labour</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: Businesses should uphold the effective abolition of child labour.</p> <p>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> Global Human Rights and Labor Standards Policy Keysight's Commitment to Human Rights and Labor Standards Statement on Eradication of Slavery and Human Trafficking ISO 45001:2018 Certificate Keysight Standards of Business Conduct Supplier Code of Conduct Keysight's Sustainability and Environmental, Health & Safety Commitment 	<ul style="list-style-type: none"> GRI 2-30 Collective bargaining agreements GRI 406 Non-discrimination GRI 407 Freedom of association and collective bargaining GRI 408 Child labor GRI 409 Forced or compulsory labor
<p>Environment</p> <p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> Environmental, Health, and Safety Policy Keysight's Sustainability and Environmental, Health & Safety Commitment Keysight's Response to Climate Change 2023 Task Force on Climate-related Financial Disclosures (TCFD) Report Keysight's Water Use and Stewardship Ecosystem Management at Keysight Technologies Circular Economy Contributions 	<ul style="list-style-type: none"> GRI 201-2 Financial implications and other risks and opportunities due to climate change GRI 302 Energy GRI 303 Water and effluents GRI 305 Emissions GRI 306 Waste SASB Energy management

Principles	Public Policies, Commitments, and Statements	Location in 2025 CSR Data Report
Environment – continued	<ul style="list-style-type: none"> ISO 14001:2015 Certificate Emissions & Water Data Verification Statements Keysight Supply Chain Management Supplier Code of Conduct 	<ul style="list-style-type: none"> SASB Water & wastewater management SASB Waste & hazardous materials management SASB Product design & lifecycle management
Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> Global Anti-Corruption Policy Summary Keysight Standards of Business Conduct Supplier Code of Conduct 	<ul style="list-style-type: none"> GRI 205 Anti-corruption SASB Business ethics & competitive behaviour
Sustainable Development Goals (SDGs) Keysight's Corporate Social Responsibility (CSR) efforts strive to strengthen global communities, support educational development, and improve the environment, all while maintaining ethical global business governance practices. The company tracks targeted key impact goals in environmental sustainability, positive social impact, and ethical business and governance, which align to specific UN SDGs.	<ul style="list-style-type: none"> Keysight Supports the UN SDGs 	

Additional Resources

- 2025 CSR Progress Report
- Taskforce on Climate-Related Disclosures (TCFD)
- Keysight CSR Resources Hub
- Keysight CSR Website
- Keysight News, Awards, and Recognition

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



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