



# Corporate Social Responsibility Progress Report

Fiscal Year 2025

eBook

 **KEYSIGHT**

# Letter From Our CEO

Keysight continues to drive innovation, uphold ethical and sustainable business practices, and contribute to societal prosperity through our corporate social responsibility (CSR) efforts.

Keysight is a trusted partner to our customers in accelerating innovations that connect and secure the world. From clean tech, social impact and wellness, and safety and security perspectives, Keysight is a driving force in advancing a more sustainable future. In fiscal year 2025, we launched new solutions that accelerate time-to-market and enhance efficiencies while helping to ensure readiness for evolving industry standards across technologies that enable sustainable products and services.

Our CSR efforts touch on key societal support and developments. We surpassed our social impact goals by contributing more than \$319 million in value to communities and engaging more than 3.5 million students, future engineers, and technology skill learners in STEM education programs. We also continued to foster a work environment of opportunity that enables employees to grow, collaborate effectively, and apply their skills to contribute meaningfully to customers, communities, and society in support of Keysight's mission.

We continued to make progress towards our science-based targets around renewable electricity and energy conservation. In fiscal year 2025, Keysight's energy efficiency projects resulted in an estimated 6,160 MWh of annual energy conservation.

Looking ahead, Keysight will continue to use its engineering expertise and operational excellence to support a sustainable future aligned with stakeholder expectations. We are preparing for regulatory disclosure requirements worldwide to maintain the transparency stakeholders expect. Acquisitions of Spirent, the Synopsys Optical Solutions Group, and Ansys PowerArtist enhance our capabilities and support our mission to accelerate innovation across the industries shaping our future. Through these developments, and continued progress on our CSR initiatives, Keysight will continue to support a better, more sustainable world.



**Satish Dhanasekaran**

President and Chief Executive Officer



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CHAPTER 1

# State of the Business



# State of the Business

**Keysight is committed to advancing its customers' success by helping them solve critical challenges in developing and commercializing their products and services.**

In a world of ever-increasing technological complexity, Keysight's mission is to accelerate innovation to connect and secure the world through a broad and expanding range of design, emulation, and test solutions that inspire and empower innovators to bring world-changing technologies to life.

The accelerating pace of technological innovation and engineering intensity are long-term secular drivers of demand for the company. Keysight serves global customers in over 100 countries across a wide range of industries, including communications, data centers, aerospace and defense, government, automotive, energy, industrial, general electronics, and semiconductors. Keysight's portfolio of hardware, software, and services enables customers' engineering workflows as they design, manufacture, deploy, and optimize their products and solutions.

## **The Company's competitive advantages include:**

- Deep, long-term, global customer relationships
- Unique technology expertise and capabilities
- Differentiated, first-to-market solutions portfolio
- Durable and resilient business model
- Innovative culture

## **Keysight's business strategy is exemplified in four key objectives:**

- Invest to deliver differentiated, first-to-market solutions
- Capture opportunities in our served addressable markets and expand in attractive adjacencies
- Grow recurring revenue
- Strategic deployment of capital

The fundamental elements of Keysight's strategy and culture are represented in the Keysight Leadership Model (KLM), which provides a framework for sustained value creation for customers, shareholders, and employees. The KLM centers on delivering customer success via a continuous activity system and core values that guide and drive our actions as a company and as individuals.

Corporate social responsibility (CSR) is a core element of the KLM. As such, Keysight employs the principles of a circular economy in its product life cycle and implements sustainable practices throughout its operations. At the same time, its products, solutions, and services enable innovations that help connect and secure the world in key purposeful technology markets.

Keysight's CSR progress continues to receive external recognition that validates our efforts and impact. In fiscal year (FY) 2025, Keysight was included in *TIME's* World's Most Sustainable Companies and *Barron's* 100 Most Sustainable US Companies. We continued to be included in the Dow Jones Best in Class Index North America, MSCI Selections Indexes Constituents<sup>1</sup>, and the FTSE4Good Index Series<sup>2</sup>. We were named #1 Industry Leader in the JUST 100 Ranking of America's Most Just Companies, which recognizes our leadership in employee treatment, governance, and community engagement.

1. The use by Keysight Technologies, Inc. of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Keysight Technologies, Inc. by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

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



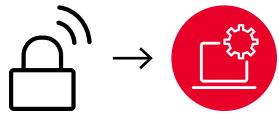
## CHAPTER 2

# CSR Vision and Strategy



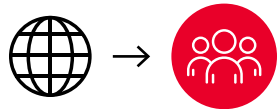
# Build a Better Planet

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



**Accelerating innovation to connect and secure the world**  
through our hardware, software, and service solutions.

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**Employing a global business framework of ethical, environmentally sustainable, and socially responsible operations**  
through a comprehensive corporate social responsibility program.



# Purposeful Technology: Accelerating Innovation to Connect and Secure the World

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

Keysight's product life cycle employs circular economy principles to support sustainability while helping customers protect their innovation investment through maintenance, repair, refurbishing, and recycling.

**Keysight's leading-edge design, emulation, and test solutions help drive responsible, sustainability-based innovations across industries.**

## Clean Technology

Increasing reliance on power to support sustainable energy sources and products — such as electric vehicles and renewable energy — is stretching electric grids to capacity. This shift drives the need for better battery and energy management and requires the development, evaluation, and optimization of state-of-the-art networks and technologies. Keysight empowers these innovations by providing solutions for automotive, energy, networking, and communications companies to design, test, manufacture, and monitor their next generation, environmentally sustainable products and services.

## Social Impact and Wellness

Smart cities optimize community services. Smart agriculture bolsters food security. Wearables and healthcare devices promote wellbeing. Mission-critical communications ensure first responders stay connected in crises. Technologies, such as artificial intelligence (AI), virtual reality (VR), and automation enable workforces to flourish. Quality, interoperability, and high performance are critical in delivering prosperity through technology. Keysight supports these advancements by providing solutions that test and validate designs, simulate and measure real-world conditions, and monitor infrastructure deployments.

## Safety and Security

Ubiquitous use of networked data, devices, and AI technologies to help advance and connect global communities also opens the door to vulnerabilities that can result in new, unintended safety issues and privacy implications. Keysight solutions test performance, validate security, and monitor deployments of such technologies in real time. This enables our customers to find and fix vulnerabilities before they impact operations, thereby supporting end-user safety, security, and privacy as applications scale to connect and secure the world.

In 2025, Keysight innovations helped make technology faster and smarter while reducing energy use, improving safety, expanding access, and ensuring ethical standards.



### For example, in FY 2025 Keysight:

- Expanded its end-of-line (EOL) test portfolio with the launch of new electric vehicle manufacturing test platforms, providing automakers and electric vehicle supply equipment (EVSE) manufacturers with a scalable, flexible approach to production testing that accelerates time-to-market, reduces costs, and ensures readiness for evolving industry standards.<sup>3</sup>
- Collaborated with Coherent Corp. on a 200G multimode technology demonstration showcasing technology that addresses industry demand for higher bandwidth in data centers by enabling the AI/ML services while reducing power consumption.<sup>4</sup>
- Played an active role in advancing 6G, AI, and metrology research in Europe by collaborating with service providers, vendors, research institutes, and universities to facilitate the development and deployment of next-generation wireless technologies seeking to minimize the environmental impact of network operations, promoting energy efficiency and reducing carbon footprints.<sup>5</sup>
- Expanded its Novus portfolio, providing time-sensitive networking and compliance testing for automotive Ethernet, vital for safety in advanced driver-assistance systems and autonomous vehicles.<sup>6</sup>
- Expanded its Keysight Vision Network Packet Brokers (NPBs) with the introduction of AI Insight Brokers to improve the performance of AI-driven cybersecurity operations such as threat detection, incident response, and forensics.<sup>7</sup>
- Launched AppFusion, a network visibility partner program that integrates third-party security and monitoring solutions directly into its NPBs, enabling customers to streamline network and security operations (NetOps/SecOps) and improve security monitoring and performance.<sup>8</sup>



3. ["Keysight Expands End-of-Line Test Portfolio to Power the Future of Electric Mobility,"](#) Keysight Technologies Inc., October 2, 2025

4. ["Keysight and Coherent Revolutionize Data Transfer and Network Efficiency with 200G/lane Multimode VCSEL Technology at OFC 2025,"](#) Keysight Technologies Inc., March 27, 2025

5. ["Keysight Joins Forces with the EU to Drive Innovation in 6G,"](#) Keysight Technologies Inc., February 11, 2025

6. ["Keysight Expands Novus Portfolio with Compact Automotive Software Defined Vehicle Test Solution,"](#) Keysight Technologies Inc., January 7, 2025

7. ["Keysight Introduces AI Network Visibility to Enhance Cybersecurity,"](#) Keysight Technologies Inc., March 18, 2025

8. ["Keysight Launches All-In-One Solution for Network Visibility and Security,"](#) Keysight Technologies Inc., January 9, 2025

# Global CSR Business Framework

Keysight's business and CSR efforts are synergistic in achieving the company's vision of creating long-term value for business stakeholders while striving to positively impact the global community through its solutions, services, and CSR program. The company uses a robust, multi-pronged CSR business framework that is managed both across and through

the corporate hierarchy. It also engages external expertise — including third-party expert engagements, peer, and best-in-class benchmarking — as well as monitors industry and societal developments to inform actions and support continuous improvement.

## Key Tenets of Keysight's CSR Business Framework



**Support efforts that help the planet and company thrive** by mapping these efforts to business commitments and measuring progress through key impact goals across environmental sustainability, positive social impact, and ethical business and governance.



**Engage company values and Keysight stakeholders** to align efforts throughout the company while meeting stakeholder expectations.



**Use a governance structure with defined scope and management system** to drive continuous improvement and accountability.

**Based on a foundational framework of CSR pillars** — each with supporting policies, programs, action plans, and accountability — that provide an enterprise-wide structure to which all CSR efforts are aligned and measured for company and global community benefit.



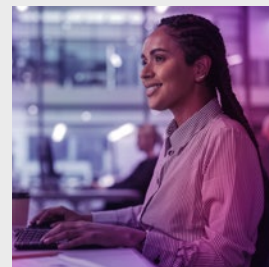
**Ethical Governance**



**The Environment**



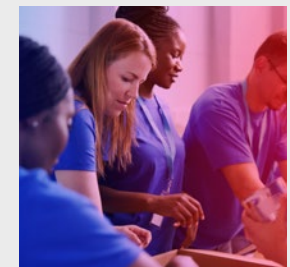
**Our Solutions**



**Our People**



**Responsible Sourcing**



**Communities**

See the [Corporate Social Responsibility Management System](#) for more details on these pillars.

## CSR Material Aspects and Disclosure Approach

Keysight's CSR strategy and disclosure approach is driven by aspects identified as important, or material, by key stakeholders.

Using the Keysight Leadership Model (KLM), the company regularly engages stakeholders to identify and understand trends and changes in environmental and social risks, key stakeholder expectations, as well as strategic opportunities for the business. In addition, Keysight conducts formal CSR materiality assessments periodically to validate these expectations.

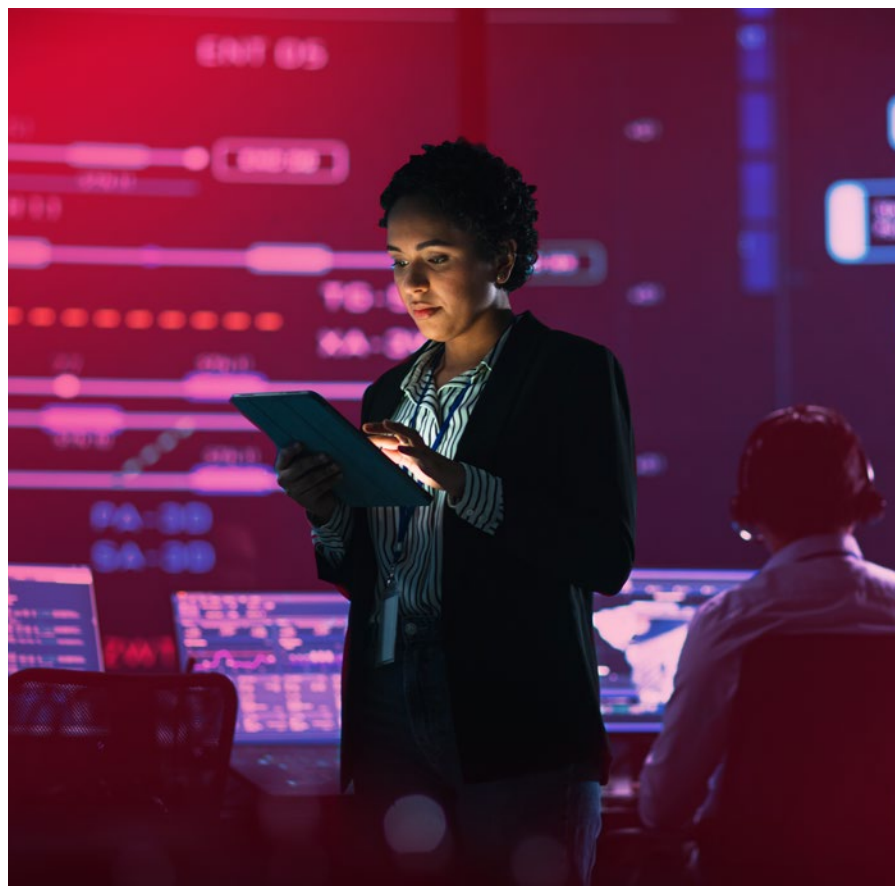
Keysight conducted a formal CSR materiality assessment most recently between late FY 2025 into early FY 2026. For this most recent materiality refresh, Keysight contracted a third-party specialist to analyze CSR aspects that impact the company's enterprise value as well as society and the environment, resulting in a double materiality assessment. Starting with the full list of material topics identified by the European Union Corporate Sustainability Reporting Directive (CSRD), the team managed through the following process to identify the company's final CSRD-aligned material topics that are then grouped into categorized material aspects for disclosure planning:

1. **Identification and refinement of potentially relevant topics:** A science-based analysis was conducted, leveraging more than 300 million scientific articles and International Labour Organization Database on International Labour Statistics (ILOSTAT), World Bank, Organisation for Economic Co-operation and Development (OECD), and World Economic Forum databases based on industry expectations. From there, the list of CSRD-aligned material topics was refined through adjustment of the model sensitivity and Keysight-specific market realities.
2. **Stakeholder data collection:** Internal and external surveys were used to collect input across key stakeholder groups based on initially identified topics from the science-based analysis.
3. **Stakeholder dialogue:** Key stakeholder groups were then engaged in dialogue to discuss the results of the above steps and determine any other potential topics and aspects that had not been raised up to this point. Executive and functional stakeholders included those from investor relations, finance, order fulfillment, sales, corporate services, human resources, legal and compliance, information technology, workplace solutions, sustainability, product innovation, and quality.

### 4. Finalization of material aspects and CSRD-aligned material topics list:

Through a workshop-style review that synthesized this multi-pronged approach, the final list of CSRD-aligned material topics was identified and then grouped into higher level Keysight CSR material aspects for global enterprise disclosure planning.

5. **Assurance readiness assessment:** An assurance readiness assessment was completed via a third party to evaluate that the materiality assessment approach was implemented in alignment with the CSRD expectations at the time, while identifying opportunities for strong regulatory-aligned assurance in the future.



## Final Keysight CSR Material Aspects and CSRD-aligned Material Topics

Keysight Material Aspect	Material Aspect Definition	Related CSRD-aligned Material Topics
<b>Climate</b>	Adapting and mitigating the impact of greenhouse gas (GHG) emissions from business operations, and investing in renewable electricity and energy efficiency measures in support of a more environmentally sustainable future	<ul style="list-style-type: none"> <li>Climate change - Climate change adaptation</li> <li>Climate change - Climate change mitigation</li> <li>Climate change - Energy</li> </ul>
<b>Circular Economy</b>	Integration of sustainability considerations into product design and life cycle to mitigate environmental impact and improve durability	<ul style="list-style-type: none"> <li>Circular economy - Resource inflows including resource use</li> </ul>
<b>Talent Management</b>	Recruitment and retention of employees with relevant skills, investment in and development of a talent pool of potential future employees, and equal employee treatment and opportunities	<ul style="list-style-type: none"> <li>Own workforce - Equal treatment and opportunities for all - Training and skills development</li> </ul>
<b>Employee Health, Safety, and Wellness</b>	Managing and mitigating the risk of injury to employees and improving their health and wellness while upholding working conditions	<ul style="list-style-type: none"> <li>Own workforce - Working conditions - Work-life balance</li> <li>Own workforce - Working conditions - Working time</li> <li>Own workforce - Working conditions - Health and safety</li> </ul>
<b>Sustainable Supply Chain</b>	Policies and processes to manage labor issues and human rights concerns throughout the supply chain in accordance with the United Nations Guiding Principles (UNGP), as well as mitigating negative social and environmental impacts associated with the sourcing and extraction of raw materials	<ul style="list-style-type: none"> <li>Workers in the value chain - Working conditions - Health and safety</li> </ul>
<b>Ethical Governance</b>	Policies, approaches, governance systems, and initiatives designed to promote transparency, protect human rights, and prevent and deter unethical or illegal practices such as corruption, extortion, or bribery throughout the supply chain. This also includes the honest and accurate disclosure of company information in any external reports, marketing material, and any other communications with stakeholders. Finally, this is also inclusive of the responsible use of emerging technologies (AI, machine learning) in Keysight's internal practices	<ul style="list-style-type: none"> <li>Company-specific aspect with elements related to Business conduct (ESRS G1)</li> </ul>
<b>Purposeful Technology</b>	Enabling solutions and services that support development of clean tech infrastructure, products, services, and technologies that have socially or environmentally beneficial applications, such as extending high-quality access to communications and clean technologies, while upholding human rights principles and responsible use considerations	<ul style="list-style-type: none"> <li>Company-specific aspect with elements related to Consumers and end-users (ESRS S4), with Keysight nomenclature adjusted to Privacy of consumers and end users &amp; cybersecurity</li> </ul>

This approach, in line with double materiality and pending regulatory reporting standards updates, resulted in some new nomenclature, but the intent of Keysight's CSR material aspects, and CSRD-aligned topics identified, are not significantly different from previous materiality assessment outcomes. For more detailed information on each of the material aspects, please see the [CSR Management System document](#).

Keysight's FY 2025 CSR disclosures are aligned to the material aspects and CSRD-aligned material topics identified in this effort and delivered through this progress report,

as well as the company's data report. This data also supports stakeholder requests, including investor rating organization submittals.

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



# Key Impact Results for FY 2025

Keysight's CSR key impact measures provide a framework to track the company's progress and commitment to helping build a better planet. Our FY 2025 results, noted below, exemplify this endeavor.

## Environmental Sustainability

### Progress made

toward net zero emissions in company operations by end of FY 2040.

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## Ethical Business and Governance

### Zero

material negative impacts to the income statement from CSR-related efforts, meeting goal.

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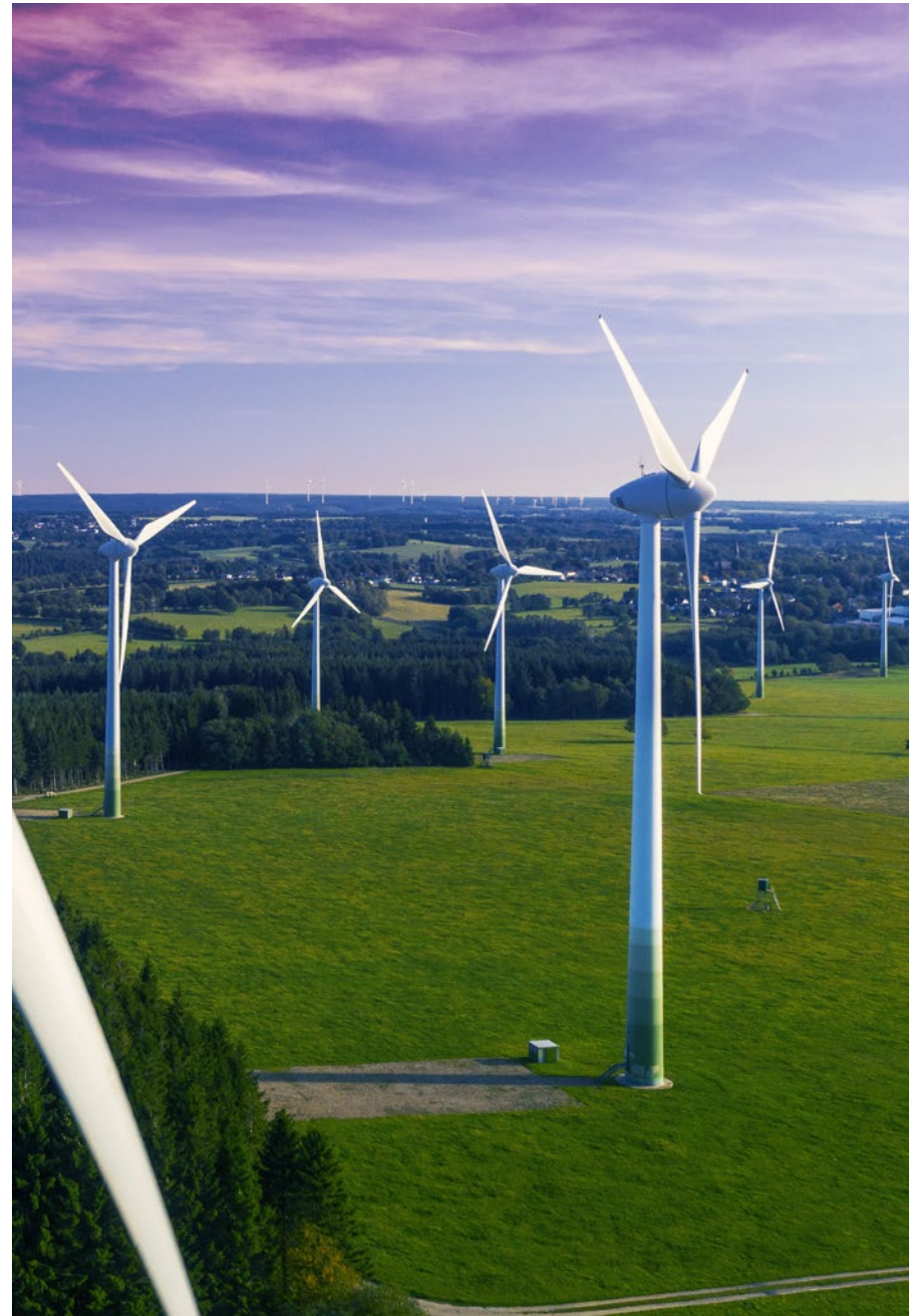
## Positive Societal Impact

### \$319M+

in value committed to strengthening communities, exceeding the goal of \$250M.

### 3.5M+

students, future engineers, and technology skill learners engaged through STEM education, exceeding the goal of 2M.



# Ethical Business and Governance

**Keysight's commitment to conducting business with uncompromising integrity is not only expected by its stakeholders, it is fundamentally the right thing to do.**

## Ethics and Compliance

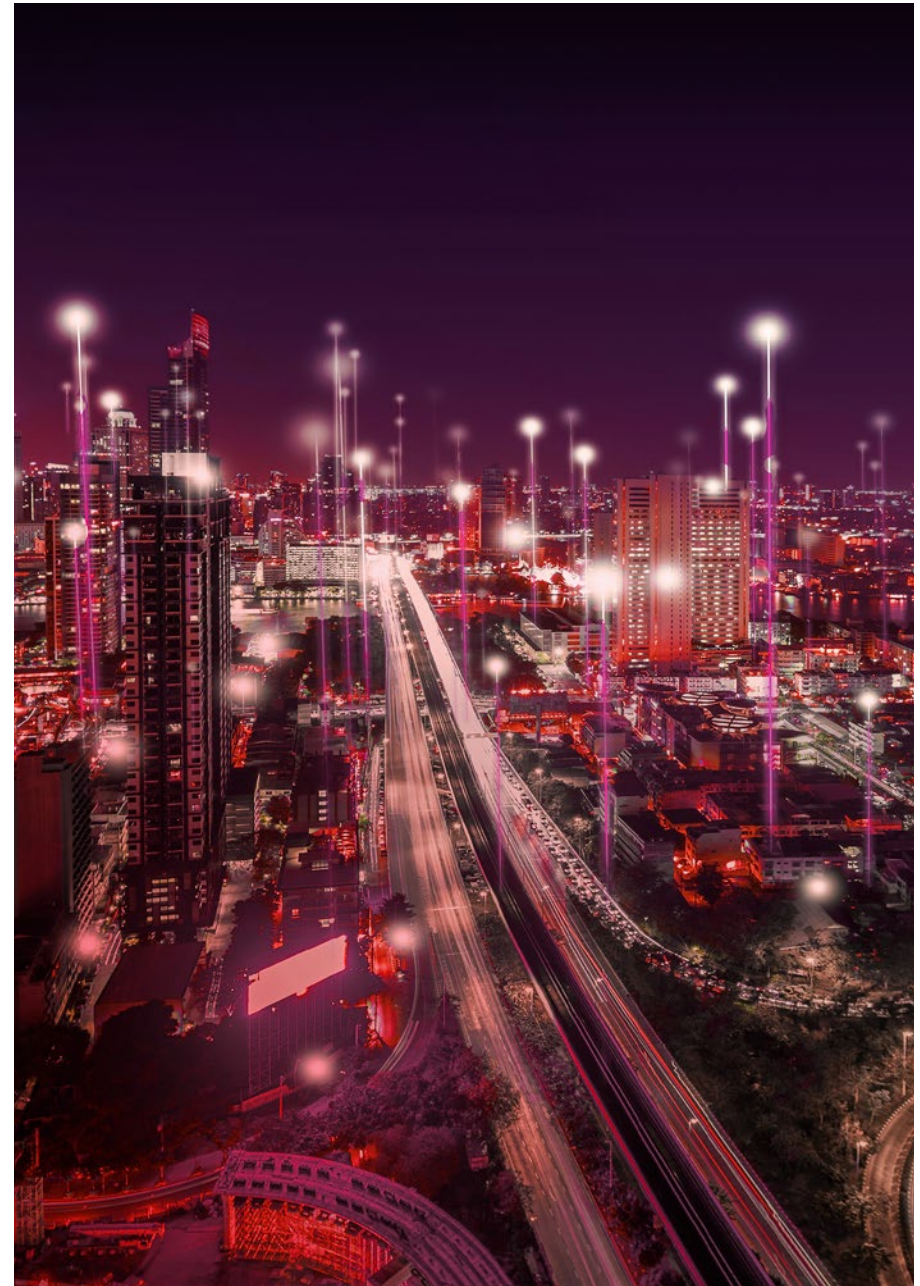
Operating ethically is integral to Keysight's core values and company culture. Keysight's leadership team is responsible for keeping ethics and integrity at the center of the company's business operations, and Keysight employees are expected to uphold these values in their daily work.

Keysight's Standards of Business Conduct (SBC) sets the foundation for employees to understand their legal and ethical obligations and governs Keysight's dealings with customers, competitors, suppliers, and third-party partners, and Keysight maintains detailed strategic and operational policies and procedures that support transparency, sustainability, and legal compliance. Keysight also requires all employees to complete annual training focused on ethics and compliance topics.

## Board Oversight

Within this overall framework, Keysight's Board of Directors provides general oversight over the company's environmental, social, and governance (ESG) programs, reviewing Keysight's ESG strategy to ensure alignment with the company's long-term value creation strategies. The Audit and Finance Committee of the Board of Directors evaluates Keysight's environmental risks, opportunities, strategies, and long- and short-term goals (including our net zero emissions commitment and targets through the Science Based Targets initiative [SBTi]) and monitors the financial impact of these initiatives.

The Audit and Finance Committee also oversees the company's ethics and compliance initiatives, including SBC matters and legal compliance programs, reviews issues related to Keysight's compliance with environmental laws and regulations, and evaluates risks and opportunities related to information security.



## Privacy and Data Protection

Keysight is committed to protecting personal data and respecting the privacy rights of individuals. With extensive operations all over the world, Keysight complies with regulations governing data privacy, requiring careful handling of internal data. Keysight maintains internal policies and procedures designed to adhere to applicable global data privacy requirements and devotes resources to keeping up with changing data privacy regulations.

With respect to information security, Keysight applies an enterprise-wide, risk-based approach that enables us to assess, identify, and manage risk exposures, including material risks from cybersecurity threats, in a timely manner. Our information security operations and procedures provide a comprehensive Information Security Management System (ISMS) that enables us to maintain the confidentiality, integrity, and availability of information and systems in our environment.

## Responsible Sourcing

Keysight requires our suppliers to adhere to environmental and social responsibility principles set forth in the Keysight Supplier Code of Conduct. Keysight has strong partnerships with strategic suppliers to support mutual success and commitment to leadership in sustainable practices, technology, and business operations. Keysight's responsible sourcing program has been developed by benchmarking against external standards, including the Responsible Business Alliance (RBA) Code of Conduct, the California Transparency in Supply Chains Act of 2010, the United Nations Guiding Principles on Business and Human Rights, ISO 14001:2015, and other industrial practices as specified in the Keysight Supplier Code of Conduct.

We have embedded suppliers' sustainability performance as a key criterion within our supplier performance review process. By working with suppliers to support our sustainability policies and identify and mitigate supply risks, Keysight is able to maintain a leadership position in sustainable business practices as evidenced by the company's Gold Medal EcoVadis Sustainability Rating.

### FY 2025 Impact Highlights

- No material negative impacts to Keysight's balance sheet related to CSR topics.
- Data security and privacy initiatives resulted in no material identified leaks, thefts, or losses of customer data.



- Continued distribution of Keysight's Supplier Code of Conduct to all suppliers, including through targeted communications to new suppliers during the supplier onboarding process.
- Keysight assessed ESG risks across suppliers, with over 6,000 suppliers monitored.
- More than 100 suppliers have either set targets or committed to SBTi.
- Conflict Minerals Program continued to implement an annual survey using the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Templates (CMRT).

# Environmental Sustainability

**Keysight recognizes that climate change presents significant economic, social, and environmental challenges and is committed to doing its part to help mitigate the worst impacts of the climate crisis.**

Accordingly, the company's climate change strategy and goal to achieve net zero greenhouse gas (GHG) emissions in scopes 1 and 2 by the end of FY 2040 is aligned with the Paris Agreement's preferred goal to limit global warming to 1.5 degrees Celsius. Our climate-related goals and achievements provide certainty about the company's strategic direction in environmentally sustainable operations. We set ambitious GHG emissions reduction, energy reduction, and renewable electricity targets to prepare the company for a low-carbon future, including:

- **Energy Reduction:** A 10% energy reduction through efficiency by the end of FY 2030 and a 20% reduction by FY 2040 (FY 2019 baseline).
- **Renewable Electricity:** Achieving 55% renewable electricity by the end of FY 2030 and 100% renewable electricity by FY 2040.
- **Science-Based Targets:** Keysight commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY 2030 from a FY 2021 base year. Keysight also commits that 73% of its customers by emissions covering use of sold products, will have science-based targets by FY 2028.

## FY 2025 Impact Highlights

### *Renewable Electricity*

- Keysight signed the company's first virtual power purchase agreement (VPPA) in 2024. This project is under construction and on track to achieve commercial operation in the first quarter of Keysight's FY 2027. When complete, the project is estimated to generate renewable electricity equivalent to 100% of the company's electricity consumption in the United States and Canada.

- Used renewable electricity generated from onsite solar systems at several of our facilities across the world, including in Bochum, Germany; Santa Rosa, California; Telford, United Kingdom; and Penang, Malaysia. Onsite solar contributed more than 9,600 MWh of renewable electricity in FY25, which accounted for 5% of total electricity consumption.
- Purchased Environmental Attribute Credits through partnerships with local utility providers to cover 100% of electricity at the Böblingen, Germany, site and nearly 100% of the electricity used at our facilities in Spain.

### *Energy Reduction*

- Keysight prioritizes energy reduction and implements energy and emissions reduction projects and initiatives each FY through a dedicated budget for energy efficiency improvements and a coordinated global strategy.
- In FY 2025, Keysight completed 10 energy conservation infrastructure projects worldwide, including heating, ventilation, and air conditioning (HVAC) efficiency improvements and lighting system upgrades.
- The company's efforts in FY 2025 resulted in an estimated 6,160 MWh and over 1,740 tCO<sub>2</sub>e of annual savings.

### *Scope 3*

- Keysight calculates all relevant indirect emissions across our value chain and maintains a strategy to address the most material categories of scope 3.
- As progress towards the company's downstream customer engagement science-based target (SBT), Keysight continued its customer sustainability engagement program to encourage customers to join Keysight and set their own science-based targets.
- Over 15% of customers by emissions now have their own SBTs.

Beyond our net zero and value chain emissions efforts, we actively work to conserve natural resources, promote healthy ecosystems, and uphold environmental responsibility.

# Positive Societal Impact

## Community Engagement and Corporate Citizenship

As a long-standing value of Keysight's corporate culture, positive societal impact efforts are pervasive across the company.

Individuals, teams, functions, and cross-organizational endeavors are built on a foundation of social responsibility, which is reflected in the company's policies, operational procedures, and community engagement goals.

Keysight's worldwide community engagement programs tangibly demonstrate the company's values and commitment to corporate citizenship, while directly supporting its social impact goals. The aim of these programs is to help build a better planet by contributing to the communities where Keysight operates and actively encourage employees to get involved in local and global volunteer efforts.

The company's community engagement and investment goals are set annually at corporate and local site levels and focus on science, technology, engineering, and math (STEM) education, health and human services, and environmental sustainability.

With a focus on strengthening both local and global communities, Keysight ended FY 2025 having surpassed its annual citizenship goal of \$250 million by contributing more than \$319 million in value through citizenship, giving, STEM education, and university engagements.

### FY 2025 Impact Highlights

- Donated more than \$2.1 million to multiple organizations worldwide through the company's matching of employee donations, community grants, disaster relief, and site-based community engagements. Through Keysight's annual Giving Program, which provides employees a means to give to charities around the world through financial contributions, Keysight employees worldwide gave an additional \$1.7+ million.
- Supported wildfire relief in the United States and other health and human services relief efforts.

- Completed 3,674 hours of volunteer service across 45 community engagement activities, with participation through 15 Employee Network Groups (ENGs). Employees partnered with local nonprofits, schools, food banks, environmental groups, youth development programs, and health and wellness organizations, demonstrating strong community partnership and giving employees meaningful opportunities to grow through real-world collaboration and service.
- Continued to support employee volunteerism globally through approved volunteer activities during work, offering guidance and resources to implement volunteer activities, and supporting the Keysight After School program and multiple university engagements.



## STEM Education Engagement

At the intersection of community engagement, citizenship, and volunteerism are Keysight's STEM education efforts, which span primary and secondary school levels, technical skill learners, and university relations.

With the intention of helping drive community prosperity through higher-wage skills building, the company's work in this space supports the development of a future skilled technical workforce not only for Keysight but also for its customers and the broader technology industry.

### FY 2025 Impact Highlights

- Engaged more than 3.5 million students, future engineers, and technology skill learners through these programs. While the company focused more on depth of engagement in FY 2025, longer-term partnerships that target student reach excelled in FY 2025.
- Delivered approximately 1,285 STEM education experience kits to engage more than 1,900 primary and secondary education students around the world as part of the company's flagship Keysight After School program. This program provides materials and lesson plans across several electronics, physical, and earth-science experiments that employee volunteers deliver in after-school settings. After completing their experiments, students are encouraged to take their finished project with them, providing an opportunity for them to continue learning the concepts presented, share the project with family and friends, and show their teachers.
- Onboarded more than 530 paid university interns across technology and non-technology roles. This is just a part of Keysight's robust university relations and engagement programs, which span multiple support areas, including discounted and donated equipment, complimentary student software licenses, research partnerships, and opportunities to engage with our employee volunteers as guest professors and speakers.



## Employee Engagement and Opportunity

Keysight remains committed to fostering a work environment of opportunity that enables employees to be successful and contribute meaningfully to customers, communities, and society.

In FY 2025, it continued to advance this commitment by strengthening employee engagement through investment in employee development, social responsibility, and meaningful connection across its global workforce. The company focused on improving access to opportunities that help employees grow, collaborate effectively, and apply their skills in support of Keysight's mission.

Keysight remains at the forefront of innovation and continues to meet evolving stakeholder expectations by cultivating a workplace where employees feel supported, valued, and empowered to contribute. By fostering inclusive collaboration and an engaging environment, the company enables employees to perform at their best and drive meaningful innovation.

Employee engagement is a critical driver of Keysight's ability to execute with quality, efficiency, and accountability. Engaged employees bring greater energy, creativity, and problem-solving capability to their work, contributing to higher performance and stronger customer partnerships. Consistent engagement also reduces operational risks by improving retention and maintaining continuity in technical expertise. By investing in the success and development of its employees, Keysight strengthens its competitive position and enhances its capacity to deliver technologies that support customer innovation and generate positive outcomes for society.

In FY 2025, Keysight continued to make progress in employee engagement and talent practices, building a resilient and future-ready workforce positioned to deliver lasting value for customers and society.

### FY 2025 Impact Highlights

- More than 4,000 employees participated in 15 Employee Network Groups across six countries, reflecting strong global engagement in employee-driven communities. Employees across all regions hosted over 230 engagement activities, demonstrating broad participation and sustained momentum in strengthening collaboration and organizational culture.

- These Keysight sponsored activities included more than 50 focused on employee development, over 125 networking events, and more than 55 social responsibility initiatives, collectively enhancing workforce capability, building stronger internal networks, and advancing Keysight's positive impact in the communities it serves.
- Our investment in training has significantly strengthened employee engagement, with over 206,700 courses completed and 204,100 learning hours logged. Employees averaged 12.9 hours of training each, complemented by 15,750 cumulative mentoring hours — including 2,876 hours in FY25 — fostering continuous growth and connection across the organization.



# Foundational Pillar Impact Results

In addition to the previously referenced key impact results, the following are additional FY 2025 highlights from each of Keysight's foundational pillars.

All public documents are available on the [Keysight CSR Resources Hub](#).



## Ethical Governance

- Achieved 100% completion of the annual Standards of Business Conduct training.
- Maintained Keysight's Ethics Management System to enable continuous improvement of the company's ethics and compliance program while supporting its commitment to transparency, sustainability, and legal compliance.

### Related resources:

- [Ethical Governance Overview](#)
- [Keysight Standards of Business Conduct](#)
- [Keysight Security - Keysight's Commitment to Security in a Connected World](#)



## The Environment

- Maintained an 80% diversion rate from landfill for solid waste globally.
- Maintained healthy beehives in Colorado Springs, CO, and Santa Rosa, CA, to enhance pollinator programs.
- Recycled 5,222 thousand gallons of treated industrial water.
- Completed energy efficiency projects including new energy efficient LED lighting installations at our sites in Singapore and Les Ulis, France, and optimization of air handling units in Santa Rosa, California.

### Related resources:

- [The Environment Overview](#)
- [Keysight's Response to Climate Change Brief](#)
- [Keysight's Water Use and Stewardship Brief](#)
- [TCFD Report](#)



## Our Solutions

- Maintained the General Specification for the Environment (GSE) to reflect the current substance restrictions applicable to Keysight's industry sector. These specifications are used to restrict or prohibit certain substances as constituents of parts, components, and materials in products and packaging.
- Released multiple new products and solutions across clean tech, social impact and wellness, and safety and security.

### Related resources:

- [Our Solutions Overview](#)
- [Keysight Environmental Compliance Framework](#)
- [Keysight Circular Economy Contributions](#)
- [Product Take-Back Program](#)
- [Quality and Security](#)
- [Product Material Environmental Specifications](#)
- [General Specification for the Environment](#)
- [Keysight Industry information](#)



## Our People

- Certified as a “great place to work” for the eighth consecutive year by the independent analysts at Great Place to Work®.
- Demonstrated strong global safety performance with FY 2025 global injury/illness rate of 0.20 cases per 100 full-time equivalent (FTE) employees per year.
- Delivered strong talent outcomes with a 5.8% voluntary attrition rate and a global job acceptance rate of 86.6%.
- Achieved 94% completion of Keysight Leadership Model training among new hires and maintained 100% completion for existing employees, reinforcing alignment with the company’s operational philosophy.
- Employees completed approximately 206,700 courses through continuous learning and virtual environment tools.
- All employees (100%) completed Keysight Value Creation Plans (VCP). VCPs support the setting of individual business and development objectives, mid-year employee and manager updates, and conclude with year-end employee and manager summaries and employee acknowledgement.
- Maintained 15 employee network groups that are open to all employees, serving approximately 4,100 members worldwide.

### Related resources:

- [Our People Overview](#)
- [Global Human Rights and Labor Standards Policy](#)
- [Sustainability and Environmental Health & Safety Commitment](#)
- [Commitment to Learning and Development](#)



## Responsible Sourcing

- Maintained Keysight Supplier Code of Conduct to outline compliance requirements in accordance with regulations, customer expectations, and product quality requirements.
- Distributed the Supplier Code of Conduct to all suppliers and communicated it to new suppliers during the supplier onboarding process.
- Enhanced transparency in our supply chain sustainability performance by having more than 400 suppliers complete a sustainability assessment.
- All major suppliers completed RBA self-assessment questionnaires.
- RBA Validated Assessment Protocol (VAP) audits were conducted at 30 supplier facilities. We also assessed onsite service providers using the RBA Labor Assessment.
- All strategic contract manufacturers completed the Supplier Performance Review with a sustainability score above the acceptance threshold.
- Organized three training sessions to educate internal procurement specialists and external suppliers on our policies in this space.

### Related resources:

- [Responsible Sourcing Overview](#)
- [Supplier Code of Conduct](#)
- [Keysight’s Supply Chain Management](#)
- [Supplier Resources](#)



## Communities

- Extended programs to new company sites joining through acquisitions to provide support for new local Keysight communities.
- Extended employee donation matches to more sites around the world.
- Added new STEM partners focused on depth of student engagement in STEM activities.

### Related resources:

- [Communities Overview](#)
- [STEM Education Outreach](#)
- [Keysight Education Programs](#)

# 2025 CSR Awards and Recognition

See our online [CSR News, Awards, and Recognition](#) listing for the most current acknowledgements. Below is a sampling of Keysight's 2025 CSR-related awards and recognition.

- Continued listing in multiple ESG indexes including:
  - Included in the Dow Jones Best in Class Index North America
  - Constituent of MSCI Selection Indexes<sup>9</sup>
  - Constituent of FTSE4Good Index Series<sup>10</sup>
- Received a rating of AAA in the MSCI ESG Ratings assessment<sup>9</sup>
- Continued to receive the highest Institutional Shareholder Services Inc. (ISS) QualityScore for the categories of social and environment
- Certified as a great place to work for the eighth year in a row by the independent analysts at Great Place to Work<sup>®</sup>
- *TIME* World's Most Sustainable Companies of 2025
- *Barron's* 100 Most Sustainable U.S. Companies 2025
- 2025 JUST 100 Ranking of America's Most Just Companies, including #1 Industry Leader
- Ranked #10 on 3BL's 100 Best Corporate Citizens 2025
- Listed on CDP's Supplier Engagement Assessment (SEA) A-list for the 2024 disclosure cycle
- Awarded Gold Medal from EcoVadis Sustainability Rating



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

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









## CHAPTER 4

# Looking Forward in CSR



# Looking Forward and FY 2026 Key Impact Goals

Looking forward, Keysight will continue to endeavor to meet, or exceed, the company's key impact goals, adjust its strategic approach to mitigate risks, and realize gains from opportunities, all while making continuous improvements across its foundational pillar areas. Below are our targets for fiscal year 2026.

Ethical Business and Governance	Environmental Sustainability		Community Engagement and Corporate Citizenship	
<p><b>Zero</b></p> <p>Material negative impacts to the income statement from CSR-related topics annually</p>	<p><b>Net Zero GHG Emissions</b></p> <p>In scopes 1 and 2 by end of FY 2040</p>		<p><b>\$250 Million</b></p> <p>In value committed to strengthening communities in FY 2026</p>	<p><b>&gt; 2.5 Million</b></p> <p>Students, future engineers, and technology skill learners engaged through STEM education in FY 2026</p>
<p><b>Governance</b></p> <p>This target supports alignment to ethical operations and business commitments through robust governance by the company's SBC, corporate policies, Board of Directors and risk oversight, and environmental, health, and safety programs, for example.</p>	<p><b>55%</b></p> <p>Renewable electricity by end of FY 2030</p>	<p><b>10%</b></p> <p>Energy reduction (per FY19 baseline) by end of FY 2030</p>	<p><b>Corporate Citizenship</b></p> <p>Keysight will continue to strive toward strengthening local and global communities in which it does business through efforts in philanthropic giving, employee volunteerism, community sponsorships, donations, and discounts of Keysight solutions to universities, and university research and engagement programs.</p>	<p><b>STEM Education</b></p> <p>Through direct engagement and partnerships, Keysight will continue to drive a more impactful approach to developing future workforce skills.</p>
	<p><b>Science-Based Targets<sup>11</sup></b></p>			
 <p>These goals, and related efforts, support multiple United Nations Sustainable Development Goals (UN SDGs)<sup>12</sup> with the following four most notably connected</p>	<p><b>100%</b></p> <p>Renewable electricity by end of FY 2040</p>	<p><b>20%</b></p> <p>Energy reduction (per FY19 baseline) by end of FY 2040</p>		
				

11. Keysight's near-term science-based targets (SBTs) have been approved by the Science Based Targets initiative (SBTi)

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



## CHAPTER 5

# CSR Resources



# Resource Links

See Keysight's [CSR Resources Hub](#) listing for all available public resources. Below are links to key documents and materials.

- [2025 Corporate Social Responsibility Data Report](#) – GRI, SASB, and additional human capital data
- [2023 TCFD Report](#)
- [Keysight Corporate Social Responsibility web page](#)
- [Keysight CSR Management System](#)
- [CSR Key Topic Documents](#), including:
  - [Keysight's Commitment to Human Rights and Labor Standards](#)
  - [Global Human Rights and Labor Standards Policy](#)
  - [Keysight's Supply Chain Management](#)
- [CSR News, Awards, and Recognitions](#)

## Materiality Reference

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.

