2022 CSR Report

Environmental Sustainability
Social Impact
Ethical Governance

KEYSIGHT

Letter From Our CEO

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

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

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

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

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

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

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

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

Satish Dhanasekaran

Satish Dhanasekaran
President and Chief Executive Officer

Contents

Keysight facilitiy in Colorado Springs, Colorado

State of the Business

Keysight facilitiy in Penang, Malaysia

State of the Business

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

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

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

Keysight's CSR progress continues to receive external recognitions that validate our efforts and impact. In fiscal year 2022, the company continued to be listed in the MSCI ESG Leaders Indexes[1], FTSE4Good Index Series[2], and as a North American index component of the Dow Jones Sustainability Index (DJSI). We continued to receive the highest ISS QualityScore for Social throughout the year and received the highest ISS QualityScore for Environment in August 2022. In addition, JUST Capital recognized Keysight in its Top 100 U.S. Companies Supporting Healthy Families and Communities, and we were named an industry leader for the fourth consecutive year in its 2022 rankings of America's Most JUST Companies.

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

---

1. 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.

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

CSR Vision & Strategy

CSR Vision & Strategy
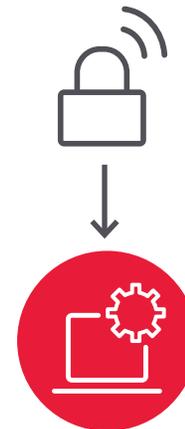

Keysight's CSR Vision is to
build a better planet by:

Accelerating innovation to connect and secure the world

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

Through our hardware, software, and service solutions
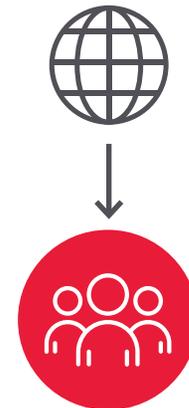
Through a comprehensive corporate social responsibility program

Accelerating Innovation to Connect & Secure the World

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

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

Clean Tech Innovation

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

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

Social Impact & Wellness

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

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

Safety & Security

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

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

Global CSR Business Framework

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

Support efforts that help the planet and company thrive

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

Engage company values and Keysight stakeholders

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

Utilize a governance structure with defined scope and management system

to drive continuous improvement and accountability

Based on a foundational framework of CSR pillars

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

| Ethical Governance | The Environment | Responsible Sourcing | Our People | Communities | Our Solutions |

Helping the Planet Thrive

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

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

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

Results in our fiscal year 2022:

$284M+
In Value Committed to Strengthening Communities

798K+
Students, Future Engineers, and Technology Skill Learners Engaged through STEM Education

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

49.1%
U.S. New Hires were Underrepresented Minorities (URM)[3]

32.6%
Global New Hires were Women

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

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

Photo by Keysight employee Neila Stewart

Environmental Sustainability
Fiscal Year 2022 Results

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

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

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

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

Social Impact Fiscal Year 2022 Results

Community

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

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

Education

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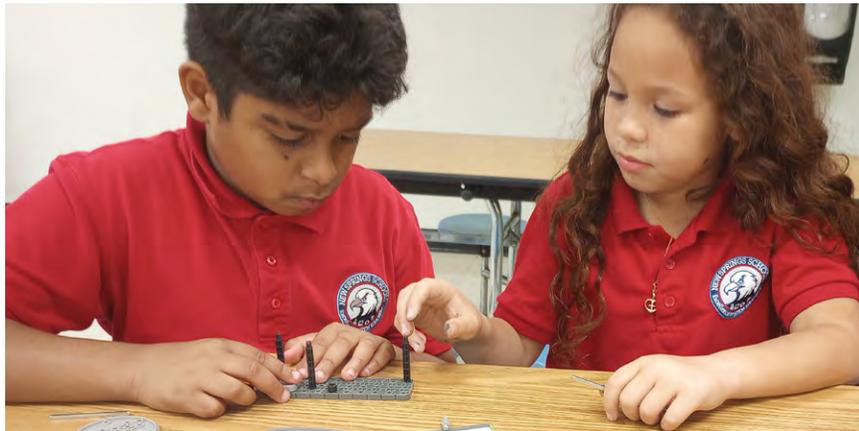
After-School All-Stars partnership program in Tampa, Florida, supported by Keysight

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

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

Diversity, Equity, & Inclusion

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

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

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

Ethical Governance Fiscal Year 2022 Results

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

Forward Looking Key Impact Goals

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

Goals for Our Fiscal Year 2023:

$250M
In Value Committed to Strengthening Communities

~ 1.5M
Students, Future Engineers, and Technology Skill Learners Engaged through STEM Education across Fiscal Years 2022 and 2023, with 660K in Fiscal Year 2023 alone

33.6%
Global New Hires are Women

50.1%
U.S. New Hires are Underrepresented Minorities

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

Keysight's annual event, Introduce a Girl to Engineering

Forward Looking Key Impact Goals

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

These goals, and related efforts, support multiple United Nations Sustainable Development Goals (UN SDGs)[4] with the following five most notably connected

SUSTAINABLE DEVELOPMENT GOALS · 13 CLIMATE ACTION · 11 SUSTAINABLE CITIES AND COMMUNITIES · 4 QUALITY EDUCATION · 10 REDUCED INEQUALITIES · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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

Helping the Company Thrive

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

Revenue Growth Targets

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

Profitability

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

Shareholder Value

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

Keysight facility in Barcelona, Spain

Engaging Company Values & Stakeholders

Keysight Leadership Model (KLM)

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

As such, social responsibility is a critical component of our KLM pictured here — the company's enabler to continuously deliver greater value to key stakeholders. KLM continues to be the philosophy that permeates every aspect of our operations to drive innovation, speed, and excellence in execution. The CSR program heavily utilizes the principles of KLM in program efforts and stakeholder engagements.
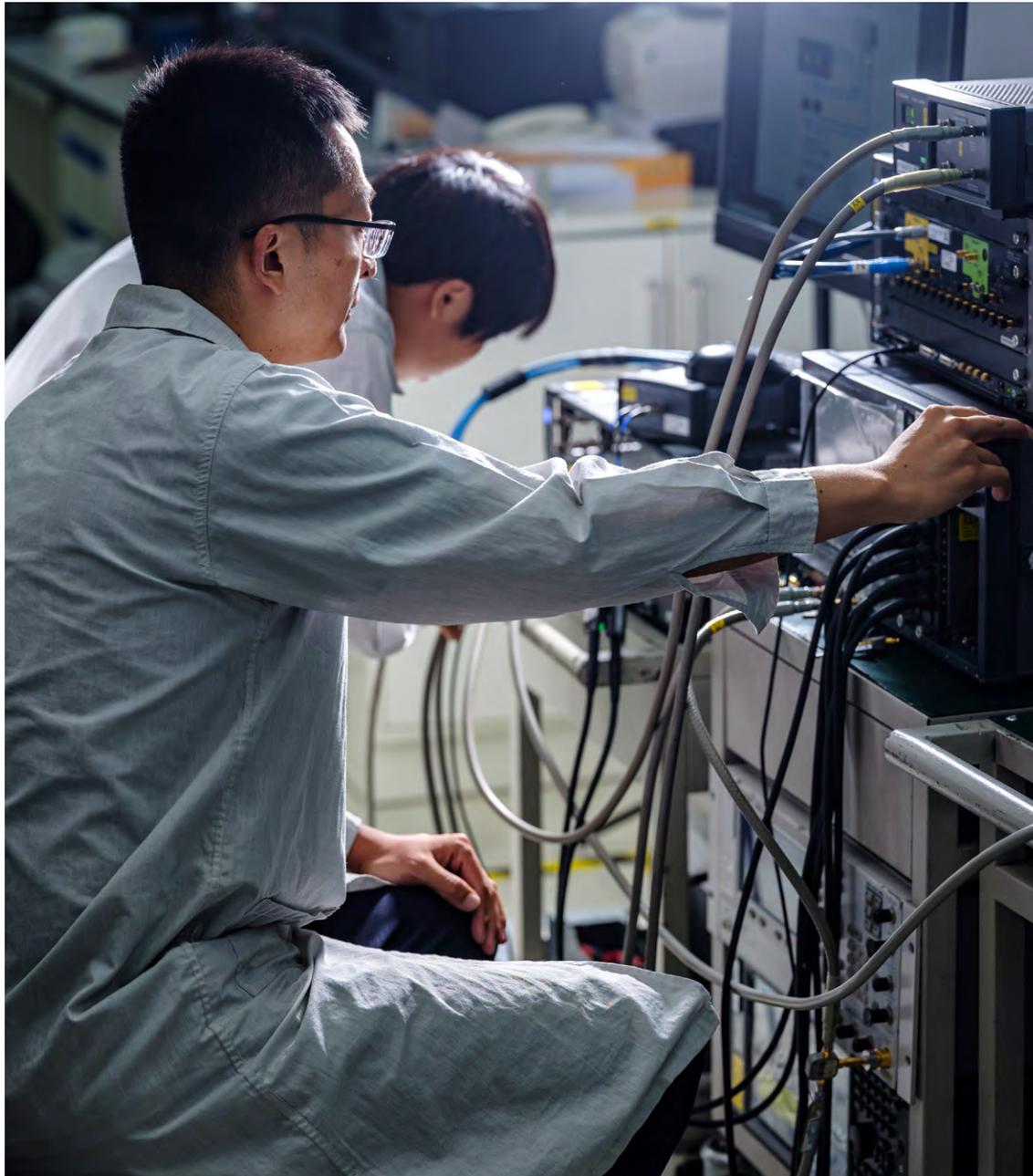
Keysight employees using BERT M8040A calibration in a Keysight lab

Key Stakeholders

Customers

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

Shareholders

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

Employees

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

Communities

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

Material CSR Aspects

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

- Peer analyses of similar companies to understand where Keysight stands globally in its CSR efforts

- Internal functional and executive stakeholder interviews across global business functions, including investor relations, order fulfillment, sales, corporate services, human resources, legal and compliance, information technology, workplace solutions, and product innovation and quality

- External stakeholder interviews representing customers, shareholders, industry associations, and non-governmental organizations (NGOs) to identify common themes in priorities and potential performance improvement trends in corporate citizenship

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

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

Material CSR Aspect	Description	Example Related Programs, Polices, and Procedures
Business Resilience	Mitigating, managing, and responding to risks — climate, man-made disasters, and other business shocks — while minimizing business disruption and assisting in disaster and response efforts	• Crisis Management and Business Continuity systems detailed in our Business Continuity and Response to Crisis Events document • Annual Crisis Management Training for all regions globally • 4.3 megawatts of fuel cells provide uninterrupted power supply to critical processes in Santa Rosa, CA headquarters site • Seismic bracing of Santa Rosa, CA headquarters site building 1 to withstand a magnitude 8.0 earthquake, which was successfully tested during the September 13th, 2022, M4.4 earthquake centered at our site • Proactive wildfire mitigation measures in Santa Rosa, CA headquarters site, including private firefighters on retainer, construction of fire breaks to stop embers, and aggressive brush removal
Circular Economy	Integration of sustainability considerations into product design and lifecycle to mitigate environmental impact and improve durability	• Keysight Circular Economy Contributions • Keysight Services provide calibration and repair to extend the active life of equipment • Technology Refresh Services upgrade and extend equipment longevity • Services for recovery and repurposing of older instruments • Product Take-Back program provides safe instrumentation disposal and recycling • Keysight's New Product Introduction Lifecycle within our Business Management system includes design for reliability, serviceability, and longevity
Data Privacy & Security	Protecting and respecting the privacy rights of users through approaches to service provision and product functionality that employ strong protections during the capture, storage, and transfer of personal information	• Borderless Information Security Program • Regular information security awareness and anti-phishing campaigns • ISO 27001 certified for management of internal IT support, U.S. Tier III data center, and client data cloud services
Diversity, Equity & Inclusion	Maintaining a workplace where all employees are treated fairly and without discrimination, where a wide range of nationalities and cultures are represented, and where there are equal professional opportunities and benefits	• Formal DEI Program • Multiple women's and minority employee networking groups • Anti-harassment policy and training • Working Inclusively training for all employees and inclusive hiring training for leaders
Employee Health, Safety, and Wellness	Managing and mitigating the risk of injury to employees and improving their health and wellness	• Employee wellbeing and workplace accessibility and accommodations • Emergency planning and preparation • Human rights and labor programs, policies, and procedures
Ethical Business Practices	Policies, approaches, and initiatives designed to prevent and deter unethical or illegal practices such as corruption, extortion, or bribery	• Standards of Business Conduct with annual training refresher course for all employees • Due diligence and compliance certification required for third party sales partners • Compliance Hotline for confidentially and anonymous reporting of suspected ethical violations • Global Anti-Corruption Policy • Voluntary ESG disclosure reporting

Material CSR Aspect	Description	Example Related Programs, Polices, and Procedures
Local Community	Managing the negative and positive environmental and socio-economic impacts from company operations on, and engagement with, communities	• Keysight Supports the UN SDGs • Culture of philanthropy and volunteerism through company matches and four hours paid time off per month for North American employee volunteerism • STEM education sponsorships and volunteer efforts
Materials Sourcing	Policies and compliance with regulations that mitigate negative social and environmental impacts associated with the sourcing and extraction of raw materials	• General Specification for the Environment (GSE) sets restrictions for hazardous substances in materials and components used in our products • Conflict Minerals Statement • Counterfeit Parts Prevention Program
Net Zero Emissions	Mitigating the impact of GHG emissions from business operations in support of a more environmentally sustainable future	• GHG emission reduction programs • Investment in renewable electricity • Focus on energy efficiency and conservation measures
Purposeful Technology	Enabling solutions and services that support development of infrastructure, products, services, and technologies that have socially or environmentally beneficial applications, such as extending high-quality access to communications and clean technologies	• Keysight solutions for automotive, energy, network, communications, and internet of things (IoT) help empower the clean tech revolution • Keysight solutions test and validate designs, simulate, and measure real-world conditions and monitor infrastructure deployments in support of social impact and wellness applications • Keysight solutions test performance, validate security, and monitor deployments of networks, devices, and artificial intelligence technologies in support of global safety and security
Supply Chain Labor Standards	Policies and processes to manage labor issues in the supply chain	• Supplier Code of Conduct • Supplier diversity reporting • Audits and training of suppliers on expectations
Talent Acquisition, Retention, and Development	The recruitment and retention of employees with relevant skills, and the investment in and development of a talent pool of potential future employees	• Employee equity building programs • Keysight employee learning and leadership development resources, training, and educational assistance • Keysight Value Creation employee development plans

CSR Framework

Governance Team

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

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

Audit & Finance Committee

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

Compensation & Human Capital Committee

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

Nominating & Corporate Governance Committee

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

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

Executive Sponsor

Ultimately responsible for success of CSR, provides guidance, secures resources and organization linkages while championing the program internally and externally

Director of CSR and Program Management Team

Manages program through Governance Team, represents Keysight in broader CSR community and across functions

Executive Committee

C-suite and executive leaders across the key functions

Focused on CSR-related Board engagement, corporate risk and reporting, and corporate strategy implications while assisting in strategy and policy decisions — See the 2023 Keysight Proxy Statement for details on the Board's role in ESG oversight

Steering Committee

Company senior leaders and function heads across the key functions

Resolves CSR strategy issues and policy decisions, tracks functional trends, approves annual plan proposal, provides resourcing, and champions program inside and outside the company in their respective functional areas

Core Team

Subject matter experts within each of the key functional areas

Represent function in development, governance and oversight of CSR program, planning, strategic initiatives, and reporting disclosures

Pillar leads — Select Core Team members also act as primary representatives and Key Performance Indicator (KPI) reporting owners for each pillar

Extended Team

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

Keysight facility in Santa Rosa, California (corporate headquarters)

Scope and Management System

CSR Deliverables Scope

- **Program Management** – Materials such as documentation, tools, and program reporting support strategic alignment to business commitments and tracking of KPIs

- **Targeted External Reporting** – Reporting is focused in ESG disclosures that meet the expectations of shareholders, investment rating organizations, customers, and other stakeholder data requirements

- **Annual Initiatives** – Specific efforts identified and implemented each year to make progress toward key impact goals and performance indicators, close identified gaps, and address emerging trends

- **Communications and Outreach** – Focused on increasing visibility of the company's CSR efforts and actions, both within and outside the company, in support of stakeholder expectations and brand reputation

CSR Management System

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

P

Plan

Based on input from ongoing stakeholder engagements, trends, and gap analyses, annual planning sets target initiatives and KPIs, secures required resourcing, and facilitates alignment between company functions

D

Do

CSR deliverables are implemented according to annual plan and regularly monitored

C

Check

Quarterly program reporting assesses progress toward targeted goals and KPIs, and reviews new input from ongoing stakeholder engagements for plan reprioritization as necessary

A

Act

Gaps identified in reporting, or changes in requirements, are assigned to appropriate Governance Team members for action or integrated as input for the next annual planning review

Foundational Framework of CSR Pillars

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

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

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

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

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

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

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

Photo by Keysight employee Luis Hernandez

Material CSR Aspects Aligned to Foundational Pillars

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

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

Ethical
Governance

Ethical Governance

Highlights

Eighth consecutive year achieving 100% completion of annual SBC training for all employees

Introduced an enhanced Global Trade Compliance Policy outlining Keysight's commitment to compliance with and obligations related to export, import, and sanctions, laws and regulations

Reinstated live compliance training initiatives for targeted employee groups and continued with supplemental interactive online learning

Keysight's commitment to conducting business with uncompromising integrity is not only expected by our stakeholders, but it is simply the right thing to do. The company's leadership team is responsible for ensuring ethics remain at the core of our operations, and all employees are expected to uphold these values in their daily work. Keysight's policies and procedures are designed to provide transparency, to promote accountability, and to maintain business sustainability while meeting compliance requirements.

Ethical Governance Key Focus Areas	Fiscal Year 2022 Highlights
Operational Excellence and Corporate Governance – Corporate-wide policies, programs, and management systems	• Maintained Keysight Compliance Hotline, which provides all employees and stakeholders a means of raising ethical or compliance issues confidentially and anonymously • Continued practices outlined in Business Continuity and Response to Crisis Events document • Ethics Management System continues to enable improvement of Keysight's ethics and compliance program while supporting the company's commitment to transparency, sustainability, and legal compliance
Ethical Governance Policies – Guideposts in conducting business with honesty and integrity	• Maintained ethical governance policies including the Keysight SBC and Global Anti-Corruption Policy • Introduced an enhanced Global Trade Compliance Policy outlining Keysight's commitment to compliance with and obligations related to export, import, and sanctions laws and regulations • All new employees received SBC training as part of onboarding and for the eighth year in a row 100% of employees completed annual SBC refresher training • Reinstated live compliance training initiatives to reinforce compliance for targeted employee populations, and continued with supplemental interactive online learning
Compliance & Risk Management – Procedures to help the company meet or exceed compliance expectations and mitigate risks	• Zero material negative impact to the income statement from CSR-related issues, compliance, regulatory fines or penalties • Developed and implemented detailed procedures related to export compliance requirements[5] • Continued conducting due diligence of business partners contracted to sell or market Keysight solutions, including written certifications of their agreement to conduct business ethically and avoid violations of applicable law • The Board of Directors regularly reviewed risks to Keysight, including climate change risk
Human Rights – Promoting human rights within the company's sphere of influence	• The Board of Directors reviewed information about Keysight's workforce culture, including the company's diversity and inclusion initiatives, and other workforce priorities • Maintained our longstanding policies prohibiting forced or bonded labor, child labor, discrimination, and other harsh or inhumane labor practices, assuring all employees a safe and healthy work environment
Data Security and Privacy – Policies focused on employee, customer, and supplier engagements	• Data security and privacy initiatives resulted in no material identified leaks, thefts, or losses of customer data • Keysight Security Brief provides increased transparency related to Keysight's approach to security management, including the company's Borderless Information Security Program • Continued information security policy awareness and education program, as well as more challenging anti-phishing campaigns and bi-monthly security awareness articles to all employees • Continued security infrastructure modifications necessary to support the movement of employees from site offices to work-at-home arrangements or vice-versa • ISO 27001 certified for management of internal IT support, Security Operations Center (SOC), U.S. Tier III data center, and client data cloud services

5. In August 2021 Keysight entered into a settlement agreement with the Directorate of Defense Trade Controls related to a disclosure the company made in 2018, agreeing to pay a non-material civil penalty and the appointment of a Special Compliance Officer to help the company enhance and improve compliance measures related to the International Traffic in Arms Regulations and the Arms Export Control Act. Keysight has always had a robust trade compliance program designed to detect and prevent violations and remains committed to maintaining and enhancing this program to minimize the risk of recurrence of similar issues in the future.

Looking Forward in Ethical Governance

Keysight will continue to reinforce our commitment to ethical governance while maintaining operational excellence. Regular evaluation of our SBC and monitoring of emerging issues helps the company maintain standards that are appropriate to meet contemporary business challenges while adhering to our core value of uncompromising integrity.

In-process efforts include communication and maintenance of our Ethics Management System that will support improved business operations aligned to the company's ethical compass. In addition, the company will continue to evaluate board committee structure and oversight of CSR-related topics and adjust as appropriate to meet expectations. See the 2023 Keysight Proxy Statement for details on the Board's current role in ESG oversight.

The
Environment

The Environment

Key Fiscal Year 2022
Highlights

Installed a 5.8MW peak rooftop solar array at our largest facility, in Penang, Malaysia

Completed an estimated 3500 MWh of annual energy reduction projects

Continued to employ ISO 14001:2015 certified company-wide Environmental, Health and Safety Management System (EHSMS)

Keysight's environmental programs span global operations with the intent to conserve natural resources, reduce emissions, minimize waste, and prevent pollution. To achieve these objectives, we adopt innovative solutions for continual improvement in our operational and site management practices as well as our working relationships along our value chain.

Photo by Keysight employee John Guilford

Waste Management

Keysight focuses on continuous improvements to maintain incremental forward-progress in creating greater sustainability across our global sites. We aim to consistently analyze our processes that generate waste and look at ways to continually improve. For example, steps are taken at every possible stage to reduce the amount of waste and identify alternate methods of use or disposal to limit the impact on the environment.

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

Keysight's continued LEAN efforts include converting cafeteria waste in Penang, Malaysia, reducing 8680 kg of waste to 2339kg of reusable compost. In Germany, to reduce transportation cost and emissions, we ensure our containers are full before waste pick-up occurs.

Water Management

Keysight recognizes that water is a limited and valuable natural resource. Although we do not withdraw or consume a significant amount of water, access to water is important to our operations and the communities where we operate. Therefore, we are committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems, including water stewardship, to support our business and local communities. In fiscal year 2022, we evaluated opportunities for water conservation at our largest manufacturing sites as well as all operational sites that are located in areas with water stress. We reviewed water-related risks as part of our integrated risk management process and continued to prioritize sites in areas with water stress. We utilized the World Resources Institute (WRI) Aqueduct Water Risk Atlas to determine water stressed areas.

Keysight operates onsite wastewater treatment plants at three manufacturing sites: Santa Rosa, CA; Santa Clara, CA; and Colorado Springs, CO. An example of the treatment is a pH adjustment to within 5.5 – 12.5 before discharging to the municipality. Treated water is reused for landscape irrigation and in certain process systems, such as wet scrubbers. Our Santa Rosa headquarters and the Colorado Springs site have won multiple awards for their water efficiency programs.

Energy & Emissions Management

We aim to validate our SBTs by the end of 2023 and work within our operations and along our value chain to achieve our existing net zero and planned SBT ambitions. In 2022, we prioritized our efforts on energy reduction capital projects and conservation measures, including HVAC retrofits, light-emitting diode (LED) upgrades, and solar window film installations.

Biodiversity

Healthy ecosystems and biological diversity are important as they support and sustain life, are a source of food, water, and shelter, and help to clean the air and water. Keysight Technologies' headquarters in Santa Rosa, California, is located on approximately 200 acres, with more than half of the property undeveloped with large, natural open spaces. For over 50 years, we have responsibly interacted with the local ecosystems of meadows, redwoods, and oak groves, as well as native species and the biodiversity of the land. In 2022, Keysight started to house and care for our own beehives at the Santa Rosa campus. We are proud to do our part to maintain a thriving bee population in Sonoma County and of our contributions to protecting and maintaining our wildlife corridor, natural ecosystems, and site biodiversity.

Keysight Santa Rosa employs goats to keep grass "mowed" while maintaining native plants.
Photo by Keysight employee Alexander Glavtchev

The Environment Key Focus Areas	Fiscal Year 2022 Highlights
Environmental Health, Safety, and Security – Providing a healthy, safe work environment for all employees along with a set of policies for product safety and security	• Continued to employ ISO 14001:2015 certified company-wide Environmental, Health and Safety Management System (EHSMS) to drive continuous reduction of adverse environmental impacts from our operations and products, and promote a healthy work environment • Maintained use of the GSE requirement to set restrictions for hazardous substances in materials and components used in our products
Conservation – Natural resource conservation and greenhouse gas reduction	• Completed multiple energy reduction projects and conservation measures globally, that are estimated to reduce our energy use by 3500 MWh and 1225 metric tons of CO2 equivalents. • Maintained the one megawatt peak solar array at our headquarters facility in Santa Rosa, CA that reduces our carbon footprint and provides approximately 5% of the site's electrical needs; in addition, there are more than 50 electric vehicle charging stations onsite for employee use • Installed a 5.8MW peak rooftop solar array at our largest facility, in Penang, Malaysia, which is estimated to provide approximately 7900 MWh of renewable energy annually, which accounts for more than 16% of the site's current consumption • Developed a roadmap to achieve our target for at least 55% renewable electricity by the end of fiscal year 2030, making progress towards our 100% renewable electricity and net zero in company operations by the end of fiscal year 2040
Extended Producer Responsibility – Pollution prevention and hazardous waste minimization	• Product Take-Back program continued to enable customers to safely dispose of or recycle used instrumentation in several countries • Continued to provide services for the recovery and repurposing of older instruments for resale, minimizing landfill impact while providing customers access to competitively priced equipment • Keysight's Circular Economy Contributions help assure our solutions are designed and produced to support an extensive use phase, of up to 40 years active service

Keysight supports employee gardens and composting on several company campuses

Looking Forward in Environment

In fiscal year 2023, Keysight plans to further our efforts towards net zero emissions in company operations. To prepare the company for the related long-term and interim goals, Keysight will develop our global roadmap strategies for conservation and decarbonization in operations, renewable electricity procurement, and electrification of fleet vehicles. We aim to reduce our global energy consumption each year through continued execution of energy conservation initiatives.

Having committed to the SBTi in 2021, Keysight plans to submit our proposed Scopes 1 and 2, and Scope 3 SBTs for validation in 2023. When approved, these SBTs will build on our existing net zero target by setting specific near-term goals for Scopes 1 and 2 emission reduction and Scope 3 value chain engagement.

In addition to continuing to implement our renewable electricity strategy for Scope 2, Keysight will emphasize decarbonization and electrification for Scope 1. To begin, Keysight is piloting battery electric vehicles for select fleet drivers in the United States, with an expectation to expand the program regionally in the upcoming years. Additionally, in 2023 the company is completing an end-of-life assessment of all Keysight natural gas industrial processes worldwide. This assessment will be used to develop a roadmap that proactively considers electrification before processes reach the end of their useful lives or sooner. We recognize that electrification, combined with renewable electricity procurement, are important strategies to achieve our net zero target.

As part of Keysight's long term strategy to adapt to and help mitigate the worst impacts of climate change, in 2023 the company will complete our first quantitative climate scenario analysis to better understand the outcomes of possible future scenarios globally. The results from the climate scenario analysis will be presented in Keysight's 2023 Task Force on Climate-Related Financial Disclosures (TCFD) Report, which will be released as a standalone report later in 2023.

Keysight will also continue to evaluate water consumption in our global operations. Using the World Resource Institute's Aqueduct Water Risk Atlas, we will monitor the risk associated with each site and prioritize facilities in higher risk areas. We will maintain the wastewater treatment plants at three manufacturing facilities and audit additional material sites to identify new opportunities to conserve water.

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

Photo by Keysight employee Corey Savio

Responsible Sourcing

Responsible Sourcing

Key Fiscal Year 2022
Highlights

Flowed down Supplier Code of Conduct to all suppliers and communicated to our new suppliers during the supplier onboarding process

Maintained the positive progress to date on responsible mineral sourcing for Conflict Minerals and Cobalt

Met the annual spending goal for all 6 categories of diverse owned business

Keysight's responsible sourcing program is driven by our belief in doing business the right way, and thus requires our suppliers to adhere to environmental and social responsibility principles aligned with those valued in our company. Strong partnerships with our strategic suppliers, including a shared commitment to leadership in sustainable practices, technology, and business operations, provide high-quality and responsibly manufactured products to our customers.

The program is developed based on benchmarking external standards, including the Responsible Business Alliance (RBA) guidelines, 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. 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.

Supplier Environmental, Health and Safety

Keysight utilizes both an Environmental Management System (EMS) and Health and Safety Management System (HSMS) in managing environmental and occupational safety issues. The objective of having the management system in place is to develop a safe and healthy working environment, as well as to ensure regulatory compliance and protect the environment. We require our suppliers to adhere to environmental and health and safety principles that are similar to those valued in Keysight. For hazardous substances management, Keysight established the GSE to help minimize the impact of business operations on the environment. We are also committed to compliance with all applicable laws and regulations, including material restriction requirements under restriction of hazardous substances (RoHS) legislation. We expect suppliers to comply with the requirements and notify us of any potential non-compliance.

Supplier Human Rights and Labor

At Keysight, we acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rights, the tenets of the United Nations (UN) Guiding Principles on Business and Human Rights, core International Labor Organization Conventions, and the laws of countries in which we operate. Keysight is committed to fair employment practices, and complies with all national, state, and local laws, including those pertaining to labor compliance, nondiscrimination, and equal opportunity. We maintain written policies to uphold these specific principles, including our Standards of Business Conduct and Human Rights and Labor Policy. We require our suppliers to conduct business with these core principles.

Keysight Penang manufacturing

Supplier Diversity

Diversity, equity, and inclusion are foundational elements of Keysight's strategy and culture. We believe technology innovation can create a better future for all when we are open to all human experiences, respect each voice, and create opportunities for every individual to contribute at their highest ability. This belief extends to our partnerships with suppliers to build a more diverse supply chain and strengthen our local economics and communities. We encourage small businesses and diverse companies, which collectively refers to businesses that are majority owned by woman, minorities, veterans, service-disable veterans, hub zone, etc., to compete for our business in the United States.

Responsible Minerals Sourcing

Keysight is a participant of the Responsible Mineral Initiative (RMI), and our sourcing of minerals is in accordance with the Organization for Economic Co-operation and Development (OECD) Guidance. We utilize the RMI tools and resources that support mineral sourcing, including the Responsible Minerals Assurance Process (RMAP) validation audit of smelters and refiners and the Conflict Mineral Reporting Template (CMRT). We engage a third-party consultant to collect CMRT responses from our suppliers and work closely with our suppliers to meet responsible sourcing goals. We publish the SEC annual disclosure reports and a due diligence plan concerning conflict minerals, which is accessible through our company website.

Responsible Sourcing Key Focus Areas	Fiscal Year 2022 Highlights
Supplier Code of Conduct — Guidelines for supplier engagement, inclusive of ethical business practices, social responsibility, environmental sustainability, and product quality	• Maintained Keysight Supplier Code of Conduct to outline compliance requirements in accordance with regulations, customer expectations, and product quality requirements • Flowed down Supplier Code of Conduct to all suppliers annually and communicated to our new suppliers during the supplier onboarding process • Continued utilization of ISO-14001:2015 certification and requirement as guideposts for suppliers' environmental management system; 98% of our strategic suppliers have an Environmental Management System (EMS) or a Health and Safety Management System (HSMS) • Continued to expect our suppliers to operate in accordance with Keysight Supplier Code of Conduct, which aligns with the United Nations (UN) Guiding Principles on Business and Human Rights, and our human rights policy with a particular emphasis on child and forced labor; 100% of our strategic suppliers have a human rights policy and 96% of them have included forced bonded labor and child labor in their human rights policy
Supplier Sustainability Program — Enables a strong partnership with suppliers to achieve mutual success and commitment to leadership in sustainable practices, technology, and business operations	• Achieved 85% response rate for RMI Conflict Minerals Reporting Templates from all the targeted suppliers we surveyed; filed Keysight's Form SD and Conflict Minerals Report with the U.S. SEC, disclosing our due diligence efforts and results of the program • Based on the RBA Validated Assessment Program (VAP) Protocol, 7 suppliers have been audited on their sustainability practices
Small Business & Supplier Diversity — A proactive business program which encourages the use of minority owned suppliers and provide an equal opportunity for small businesses in the U.S. to participate as suppliers of materials and services	• Met the diverse suppliers annual spending goal for all 6 categories of the diverse owned business • Collaborated with a third-party consultant to identify new diverse suppliers and actively maintained the diverse supplier list for supplier selection process • Conducted small business training for all procurement specialists to promote the diverse supplier considerations for business bidding process

Looking Forward in Responsible Sourcing

Keysight will continue working with suppliers to enhance their efforts in meeting our expectations for responsible sourcing aligned with the Keysight Supplier Code of Conduct. This includes promoting responsible procurement within our supply chain management by leveraging third-party assessment tools to assess the quality of suppliers' ESG practices. The assessment result will be summarized into a scorecard that consists of an overall score and the improvement areas to uphold supplier's sustainability practices. We will review the scorecard during the annual supplier performance measurement process to drive supplier's sustainability improvement. In collaboration with a third-party consultant, we will conduct webinars to support suppliers continual improvement along their sustainability journeys.

Our People

Keysight employees reviewing project plans

Our People

Key Fiscal Year 2022
Highlights

Implemented hiring programs to improve diverse representation resulting in 49.1% of U.S. new hires being from URM groups and 32.6% global new hires being women

Fiscal year 2022 global Injury/ Illness rate was 0.19, maintaining best in class standard

Certified as Great Place to Work for fifth straight year

Keysight values a diverse, inclusive work environment and sustains a culture of innovation, ownership, passion, and respect. We adhere to the tenets of the United Nations Guiding Principles on Business and Human Rights, prioritize fair employment practices, and comply with all laws pertaining to nondiscrimination and equal opportunity. These values and practices allow us to maintain a best-in-class work environment where our employees can thrive.

Employees are the driving force in carrying out our CSR vision. As such — with our direction, powerful KLM, supporting benefits, programs, continuous learning initiatives and platforms, and consistent communications — employees are given the tools for success across our CSR foundational pillars.

Keysight employee working in wafer fabrication

Our People Key Focus Areas	Fiscal Year 2022 Highlights
Labor Standards – Human rights and labor policies	• All related human rights and labor programs, policies, practices, and procedures have continued to plan • Keysight Labor Management System (KLMS) continued to validate the company's global, systematic approach and address the company's commitment of driving ongoing improvement in human rights and labor compliance

Talent and Skills Development – Tools to support employee development	• 9.1% average employee voluntary turnover rate and a global job acceptance rate of approximately 83%
	• 83% of new hires completed training on the KLM and another 20% of existing employees completed the KLM session to maintain alignment to the company's operational philosophy
	• Approximately 164,000 courses were completed by employees through continuous learning and virtual environment tools, supporting employee learning and growth, worldwide communication, and collaboration
	• Keysight's Advanced Leadership Program developed high potential managers globally for future Senior leader roles — The program's rigorous nomination process ensures identification and development of top talent and builds a leadership pipeline of global leaders; Program demographics include 36% female participants and are foundational to increase representation at higher levels in the organization
	• Customized high potential programs were implemented in our Wireless, Wireline, Finance, Global Solutions, and Global Sales team
	• Keysight Value Creation Plans – business and development objectives, with ongoing discussions between manager and employee – were completed by all employees to foster growth, engagement, and optimize their skills and contributions to the company's success
	• Over 3,000 employees are members in one or more of Keysight's 14 Employee Network Groups (ENGs) which are:
	  – Voluntary, employee-led groups that foster a diverse, inclusive workplace aligned with organizational mission, values, goals, business practices, and objectives
	  – Employee communities that foster a sense of belonging, promote inclusion, and further employee engagement
	  – Aligned to our company mission and provide a forum for employees to live our values

Employee Wellbeing – Benefits that support a safe and healthy employee experience	• In addition to maintaining employee benefit programs, workplace accessibility and accommodations, and employee equity programs, Keysight continued to protect employee health and wellbeing throughout the COVID-19 pandemic impacts, including offering flexible work schedules, bolstering mental health options, and providing communication tools that helped keep employees connected and engaged • Fiscal year 2022 global injury/illness rate was 0.19, maintaining best in class standard • Continued to support a culture of philanthropy and volunteerism through company matches of employee charitable donations and four hours paid time off per month for employee volunteerism • Achieved ISO45001:2018 at our facility in Bochum, Germany, underscoring the priority for employee health and safety

| **Our People Key Focus Areas**	**Fiscal Year 2022 Highlights**
Diversity, Equity, and Inclusion – An enterprise-wide ecosystem that fosters an inclusive environment to increase opportunities and innovation through a diverse workforce	• Director of DEI enhanced global DEI strategy with a focus on diversifying our workforce, fostering inclusion, and creating a place where all employees can thrive • Heightened governance of DEI program and initiatives through an expanded executive steering committee and continued engagement with our global DEI council, which includes representatives from each business and function in the company • Launched Working Inclusively training for all 14,900+ employees with a goal of 100% completion by end of fiscal year 2023 • MyVoice employee engagement pulse survey program continued to solicit voluntary employee feedback with results used to enable employee productivity and engagement • Improved gender diversity in top executive leadership positions, with 23.4% women in executive positions in 2022, a 11% improvement since 2015 and a year over year increase of 5.2% • Improved minority representation across new hires, leadership roles, senior leadership, and the company's Board of Directors • Continued to invest in employee growth and increasing a sense of belonging through sponsorship of Society of Women Engineers (SWE) • Harassment policy enforced, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements • Maintained nearly 1:1 salary ratio worldwide of women to men (fiscal year 2022 global results were 0.98:1) based on average compa ratio
Workplace Solutions – Providing employees workspace services	• In support of DEI, Keysight has implemented the following programs: gender neutral restrooms, prayer/quiet rooms, free availability of menstrual products, lactation rooms, and preferred parking for expectant parents • With the health and safety of employees being Keysight's highest priority, we continued to work with medical experts and government agencies to implement robust safety protocols and screening processes, allowing our site-based population to work safely and effectively while supporting business continuity • Keysight continued offering many programs and amenities virtually and in person, including fitness, wellness and mindfulness services, personal coaching, nutrition awareness, healthy cooking webinars, and mindfulness tips

As part of employee strategy and engagement communications, Keysight's Director of Sustainability and Environmental, Health and Safety shares recent progress on our net zero goal
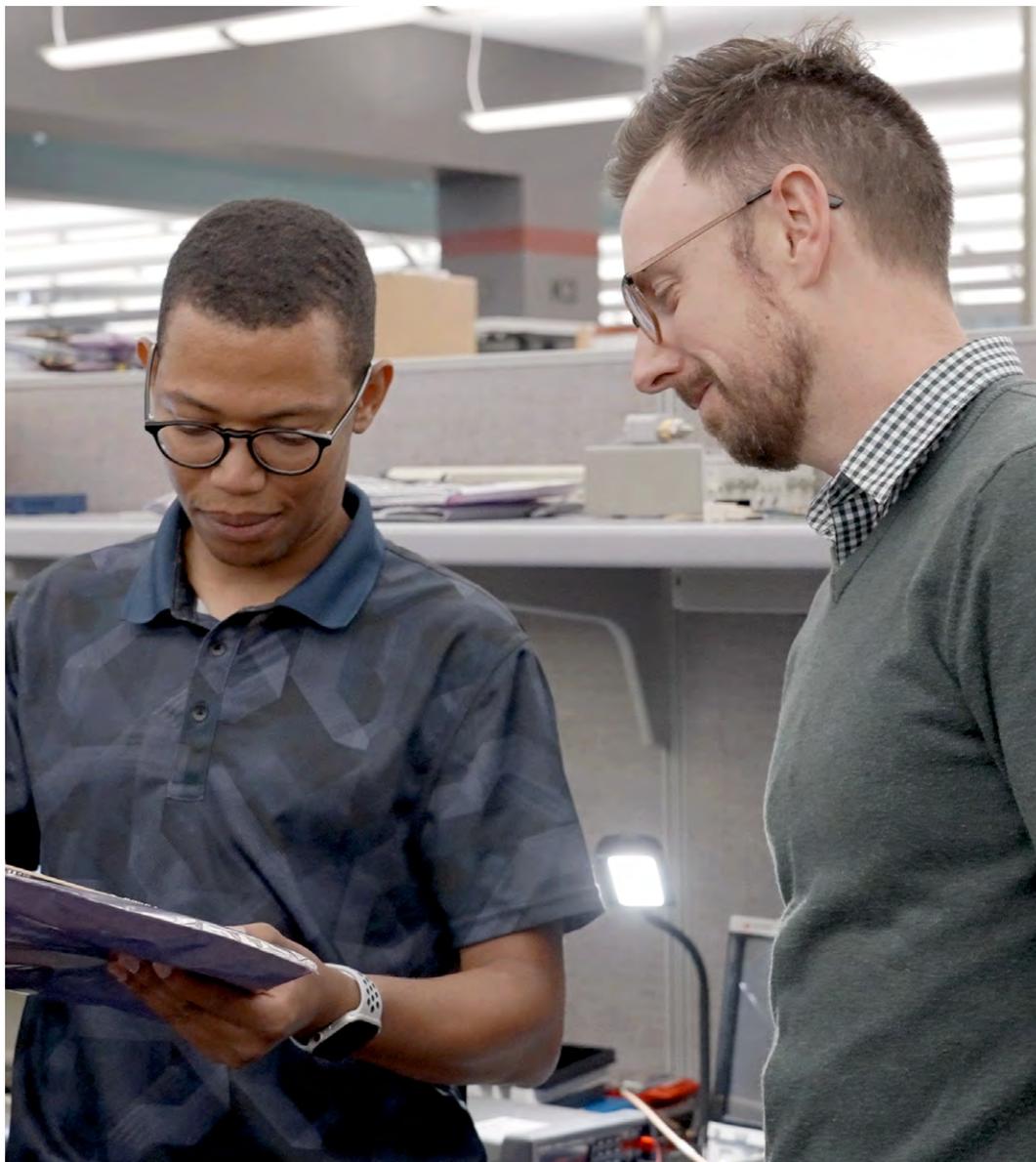
Quantum engineers at Keysight

Looking Forward, Our People

In accordance with the Universal Declaration of Human Rights, we have and will continue to support all Keysight employees develop, engage, innovate, and thrive.

We are continuing to prioritize our long-standing commitments to diversity as well as investments in employee growth and development. To support progress in this area, in November 2022, the Compensation and Human Capital Committee of the Board of Directors approved the addition of an ESG metric to our short-term incentive plan for fiscal year 2023, for the second year in a row. The selected ESG metric aligns with our commitment to CSR and our CEO's determination that diversity and inclusion are among our top priorities. Our ESG metric for fiscal year 2023 is intended to drive improvement in workforce diversity which will be measured by the percentage of increase in women hired globally and the percentage of increase in URMs hired in the U.S.

Keysight is committed to continuous process improvement, benchmarking, and remaining current on international social issues to maintain practices that are relevant and aligned with global business standards.

Communities

Illinois Institute of Technology students take top prize in Keysight's Innovation Challenge with Tree of Life carbon capture device

Communities

Key Fiscal Year 2022
Highlights

Surpassed community key impact goal by delivering more than $284 million in value to strengthening communities

Surpassed education key impact goal by engaging more than 798,000 students, future engineers, and technology skill learners through STEM education outreach

Partnered with local civic bodies and NGOs to support crisis response efforts

Initiated 4 new STEM education partnerships to diversify and broaden the impact of educational outreach efforts

Keysight's worldwide community programs tangibly demonstrate our values and commitment to corporate citizenship, and directly support our social impact goals. Our aim is to help build a better planet by contributing to the communities where we operate and actively encouraging employees to get involved in local and global volunteer efforts. The company's engagement and investment in communities are set annually at the corporate and local site levels and have focused in the areas of STEM education — particularly for women and underrepresented minorities in technology — as well as health and human services, and environmental sustainability.

Keysight annual event – Introduce a Girl to Engineering

Communities Key Focus Areas	**Fiscal Year 2022 Highlights**
Philanthropy – Financial support for community organizations and relief efforts	• More than $2.9 million donated to multiple organizations worldwide through employee donation matching, community grants, disaster relief donations, and site community sponsorships
Volunteerism & Community Engagement – Programs that offer employee engagement with local communities	• Surpassed key impact goal target in 2022 by delivering >$284 million in value to strengthening communities • Maintained site-based community programs through major Keysight campuses worldwide, hosting volunteerism engagements according to local community needs • Maintained North America Employee Volunteer Program, allowing four hours of paid time off monthly for volunteerism • Extended programs to new company sites joining through acquisitions to provide support for new Keysight local communities

STEM Education Outreach – Supporting student and future engineer development from primary school through University engagement	• Surpassed key impact goal target in 2022 by engaging >798,000 students, future engineers, and technology skill learners through STEM education with efforts including:
	  – Primary and secondary school engagements like Keysight After School, online education events, as well as educational curriculum development and resource partnerships targeting schools outside of local Keysight communities and in under-served areas of the U.S.
	  – Extended and initiated several STEM education partnerships to support equitable access to quality K-12 resources for students and professional learning for educators across the U.S.; these partners in particular helped drive equity in access and skills development for females and within underrepresented minority communities
	  – Continued high school internship program
	  – University engagements such as research grants, equipment donations, discounts, and student software licenses

Keysight employee volunteering at the Redwood Food Bank

Communities Key Focus Areas	Fiscal Year 2022 Highlights
Women & Underrepresented Minorities in Engineering & Technology – Support for the empowerment of diversity in technology	- Continued company-sponsored membership in SWE International, and regional chapters, for employees - Maintained support for multiple women in technology programs worldwide, in addition to re-engagement of multiple employee network groups to support Keysight diverse employee empowerment - As noted in STEM education, multiple new and extended STEM education partnerships were initiated in fiscal year 2022 to support materials and education for students and teachers focused on women and underrepresented minority development including, but not limited to: - Engaging with Girls Who Code, who are on a mission to inspire and educate young women to pursue careers in STEM, and Rewriting the Code, who empowers women to become the next generation of engineers and tech leaders - Support for summer internships and funding of scholarships for Historically Black College and University (HBCU) engineering students - Becoming a founding corporate sponsor of the Inclusive Engineering Consortium - Supporting deeper engagements with mentorship programs for diverse groups of young people through programs including SWENext - Supporting Technovation World Summit, which encourages girls ages 8-18 to create solutions to real world problems using technology and entrepreneurship skills - Supporting a mobile STEM laboratory through Learning Undefeated, to support immersive, hands-on, STEM education in schools in underserved communities across the U.S., allowing students access to experiences far beyond what many schools can provide - Supporting After-School All-Stars to provide free after school STEM education programs in schools across the U.S. in underserved communities - Supporting Qubit by Qubit to roll out an Introduction to Quantum course for an international K-12 audience from a woman led organization on a mission to train the future diverse quantum workforce
Health & Human Services – Protecting the health and welfare of communities through essential human services	- Partnered with local civic bodies and NGOs to provide critical human services support in response to crisis and disaster events worldwide, including those impacted in the Ukranian region and natural disasters such as floods in the U.S. - As COVID-19 related restrictions lifted, relaunched multiple volunteerism efforts in support of various health foundations, homeless and women's support programs, and community food distribution programs
Environmental Conservation – Supporting community environmental sustainability through volunteerism and philanthropic efforts	Continued support for a wide variety of environmental charitable contribution matches as well as employee volunteer groups that supported various environmental cleanup and sustainability projects

Looking Forward in Communities

Community engagement will continue to be a key element of Keysight's CSR efforts. We will track the extension of our STEM education partnerships to ensure alignment with impact goals, particularly in the female representation and underrepresented communities spaces. As noted in our forward-looking key impact goals, we are expecting to extend our reach in equity of STEM education access in the coming year. The company will also continue to track and respond to environmental and humanitarian crisis events in support of community prosperity.

Keysight internship program

Our
Solutions

Keysight BenchVue test flow

Our Solutions

Key Fiscal Year 2022
Highlights

Revised Circular Economy Contributions document to reflect updated Keysight efforts and provide transparency in this space

———————————————

Orders of our automotive and energy solutions — which includes support of clean tech innovations in renewable energy and the e-mobility ecosystem — exceeded $500 million in fiscal year 2022

———————————————

Acquisition of Micram Microelectronic GmbH, expanded test portfolio to accelerate research in emerging applications for today's advanced technologies such as 6G and high-speed communications

Keysight customers are leaders in technology, achieving breakthroughs that connect and secure the world. Keysight customers overcome barriers to innovation, transform their development processes, or are first and best in their market by using our solutions to optimize networks, integrate workflows, and validate tomorrow's technologies with unprecedented performance backed by decades of research and expertise. Our highly reliable, long-lasting solutions are designed to be safe, compliant with applicable regulations, and maximize the value of limited environmental resources.

In addition, Keysight Services complement our solution offerings, providing multiple options to extend product life up to 40 years of active service, and thus helping customers meet their CSR goals.

Keysight automotive testing

| **Our Solutions Key Focus Areas**	**Fiscal Year 2022 Highlights**
Innovation, Quality & Safety – Focused on development, manufacturing, and selling of our solutions	• Keysight's acquisition of Micram Microelectronic GmbH, expands our test portfolio to accelerate research in emerging applications by enabling rapid prototyping and emulation required for today's advanced technologies such as 6G and high-speed communications • Acquisition of Nordsys GmbH expands our PathWave test automation and management platform to provide unparalleled solutions to automotive customers around the world
Product Environmental Impacts & Sustainability Compliance – Controlling environmental impacts and compliance with sustainability directives	• Revised the GSE to reflect the current substance restrictions applicable to our industry sector; utilized to restrict or prohibit certain substances as constituents of parts, components, and materials in products and packaging • Maintained a due diligence program to review all suppliers related to the scope of the Conflict Minerals provisions of 17 CFR Parts 240 and 249 • Removed the use of print materials, utilizing online content or e-delivery for product manuals and calibration reports
Product Lifecycle Management – Supporting the circular economy by assuring our solutions are designed and produced to support an extensive use phase	• Revised Circular Economy Contributions document to reflect updated Keysight contributions in this space • Keysight Services continued to help customers protect their investment in our equipment and have a dedicated business to take back equipment, refurbish it, and make it available on the market as aligned to standard circular economy system tenets noted in the Circular Economy Contributions document • Keysight's contribution to the stream of Waste from Electrical and Electronic Equipment (WEEE) is insignificant as the whole of the category 9 industrial sector only contributes 0.2% of all EU WEEE, entering the waste stream many decades after market launch
Purposeful Technology Applications — Enabling positive social and environmental applications of technology	• Keysight solutions have continued to be key in multiple areas of social impact technologies by enabling the testing of wearables, healthcare instruments, and mission-critical communications for first responders and network security • Keysight solutions continue to enable the fast-tracking of the e-Mobility ecosystem through test and measurement solutions that address the unique design and test challenges of this market

Looking Forward in Solutions

We will maintain focus on ensuring global regulatory compliance for our products and meeting customer compliance expectations, while increasing our circular economy contributions. We will also continue to enable our solutions and services in support of positive social and environmental applications of technology.
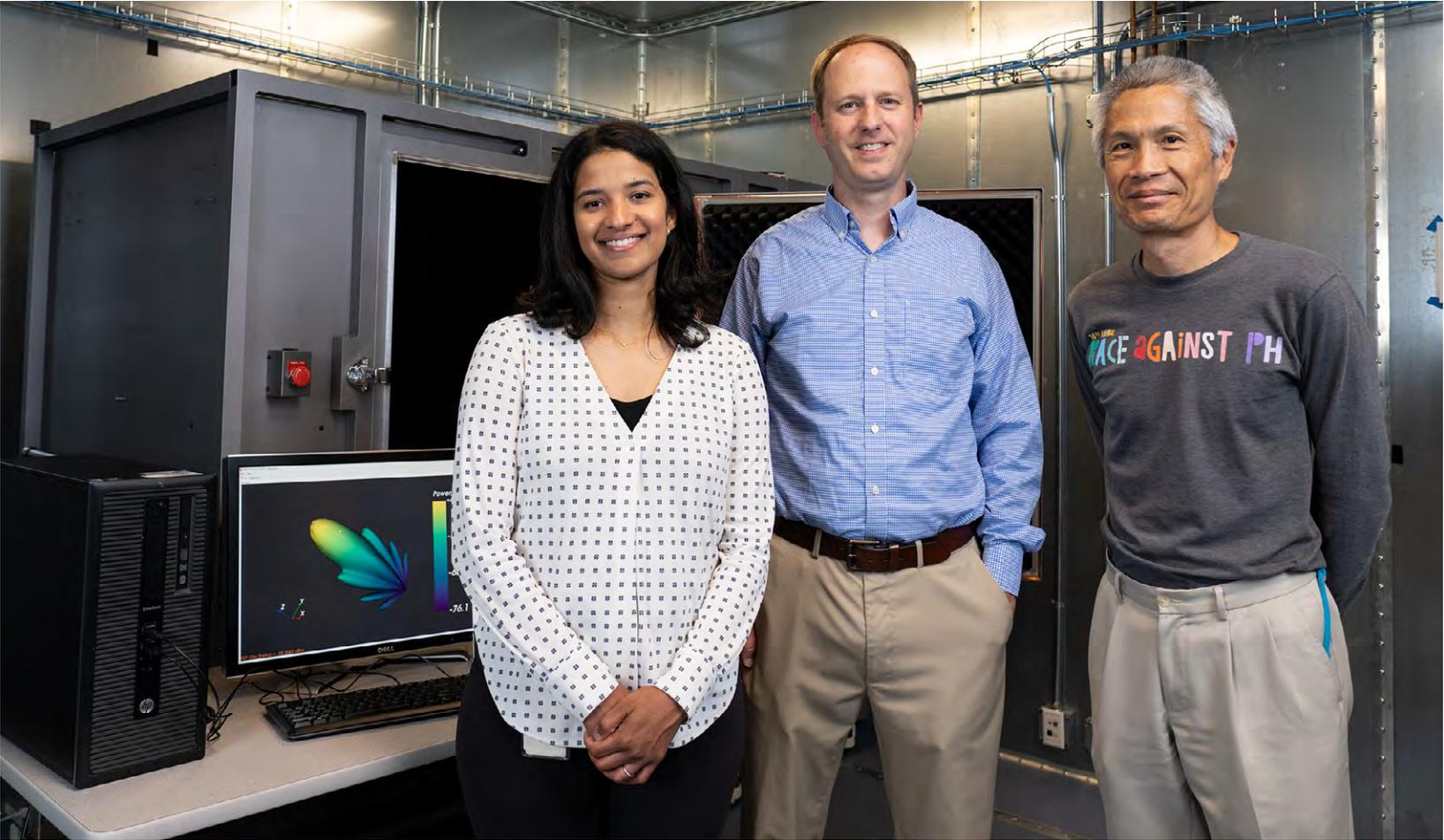
Keysight 5G research team

Awards & Recognitions

Awards & Recognitions

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

- Constituent of multiple ESG indexes including continued:
    - Member of Dow Jones Sustainability Index North America
    - Constituent of MSCI ESG Leaders Indexes[6]
    - Constituent of FTSE4Good Index Series[7]
- Information Technology Industry Council (ITI) Diversity, Equity and Inclusion Award (December 2022)
- Awarded Platinum Medal as a Recognition of their EcoVadis Sustainability Rating (November 2022)
- Ranked #36 on *Investor's Business Daily* (IBD's) 100 Best ESG Companies For 2022 (October 2022)

- Certified by Great Place to Work (August 2022)
- Ranked #10 on *Fortune's* Best Workplaces in Technology 2022 (September 2022)
- Ranked #46 on *Fortune* 100 Best Companies to Work For (April 2022)
- Ranked #46 on *Forbes* America's Best Midsize Employers (February 2022)
- Ranked #75 on *Barron's* 100 Most Sustainable Companies in America (February 2022)
- 2022 JUST 100 Ranking of America's Most Just Companies and #1 Industry Leader for 4th consecutive year (January 2022); named to JUST Capital's 2022 Workforce Equity and Mobility Ranking (August 2022); ranked #67 on 2022 Top 100 U.S. Companies Supporting Healthy Families and Communities by JUST Capital (July 2022)

---

6. 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.

7. 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.

Environmental, Social and Governance (ESG) Disclosure Structure

Keysight has always voluntarily disclosed against key reporting frameworks. In this report, we are disclosing and linking to details related to the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) frameworks. The company also intends to provide a separate Taskforce on Climate-related Financial Disclosure (TCFD) report against fiscal year 2022 data in 2023.

In addition, Keysight actively submits to or verifies data across multiple third party ESG rating organizations, including Morgan Stanley Capital Investments (MSCI), S&P CSA, EcoVadis, CDP, ISS, and as a member of the UN Global Compact the Communication on Progress (CoP).

Photo by Keysight employee Jim Baker

GRI Standards Data Index

2022 Global Reporting Initiative (GRI) Standards Data Index

Published in May 2023, this data has been prepared in reference with the GRI 2021 Standards and is related to Keysight's sustainability performance in fiscal year 2022 for the period of November 1, 2021 through October 31, 2022.

GRI 2: General Disclosures

1. The Organization and its Reporting Practices

GRI 2-1. Organizational Details

	Beneficial ownership (including identity and percentage of ownership of largest shareholders)	Keysight is a publicly traded company listed on the New York Stock Exchange under the ticker symbol "KEYS."
	References:	• Ownership Profile
	Legal name of the organization	Keysight Technologies, Inc.
	Location of headquarters	Keysight Technologies, Inc. 1400 Fountaingrove Parkway Santa Rosa, CA 95403-1738 United States
	Location of operation(s)	Keysight conducts business in more than 100 countries with physical locations in approximately 30 countries. In regards to Keysight's greenhouse gas inventory, the company reports on sites within our operational control in the following countries: Canada, Mexico, United States, Belgium, Finland, France, Germany, Israel, Italy, Romania, Spain, United Kingdom, China, Taiwan, India, Australia, Japan, Malaysia, Singapore, and Thailand.
	References:	• About Keysight
		• Keysight Fact Sheet

GRI 2-2. Entities Included in the Organization's Sustainability Reporting

	Entities included in the consolidated financial statements	(1) Communications Solutions Group (2) Electronic Industrial Solutions Group
	Entities included in the organizations sustainability reporting	(1) Communications Solutions Group (2) Electronic Industrial Solutions Group
	Additional Comments:	The Entities identified do not reflect legal entities but are operating segments within the Keysight enterprise.
	References:	• Keysight Annual Report 2022 (page 98)

GRI 2-3. Reporting Period, Frequency and Contact Point

	Contact point for questions regarding the report	Michele Robinson-Pontbriand, Director Corporate Social Responsibility. Keysight Technologies, Inc. Attn: Michele Robinson-Pontbriand 1902 Garden of the Gods Rd, Colorado Springs, CO 80907-3417, USA. (719) 590-2325. Corporate.Social-Responsibility@keysight.com
	Type of reporting	Sustainability, Financial
	Reporting period-Start Date	2021-11-01 (Sustainability), 2021-11-01 (Financial)
	Reporting period-End Date	2022-10-31 (Sustainability), 2022-10-31 (Financial)
	Publication date of the report or reported information	2023-5-11 (Sustainability), 2023-1-23 (Financial)
	Name of the report	2022 CSR Report (Sustainability), Keysight Annual Report 2022 (Financial)
	Reporting cycle	Keysight publishes their CSR report annually, based on the previous year's fiscal year's data.
	References:	• 2022 CSR Report
		• Keysight Annual Report 2022

GRI Topic	GRI Standards Data Index Response & References

GRI 2-4. Restatements of Information

Restatements of information	**Scope 3 Restatement:**
	As part of the company's commitment to the Science-Based Targets initiative (SBTi), Keysight reviewed and recalculated all relevant Scope 3 emissions. Through our recalculation efforts, the company has increased the number of relevant categories of Scope 3 emissions we report from five to twelve categories. Additionally, we have aligned our calculation methodologies with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting.
	Keysight has selected fiscal year 2021 as our baseline for Scope 3 emissions. Therefore, the company's Scope 3 emissions for fiscal year 2021 were recalculated using the new methodologies, calculations, and assumptions. Fiscal year 2021 has been updated to reflect the restatement.
	Apex Companies, LLC conducted an independent verification of Keysight's twelve (12) relevant categories of Keysight's Scope 3 GHG emissions for fiscal year 2021. Please refer to the relevant Verification Opinion Declaration.
	Water Restatement:
	Historical water discharge and consumption data were incorrectly reported in last year's report for fiscal years 2021, 2020, and 2019, due to the following instance:
	Keysight maintains water treatment facilities at three locations, which include discharge of third-party treated water. In last year's disclosure the treated water discharge was added to the wastewater (sewer) discharge. However, the wastewater data was inclusive of the treated water discharge. Therefore, the company's third-party water discharge amount was overstated, and water consumption was understated, for fiscal years 2021, 2020, and 2019.
	Fiscal years 2021, 2020, and 2019 have been updated to reflect the restatement.
	Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage Restatement:
	The ratio of standard entry level wage by gender compared to local minimum wage for the U.S. was incorrectly reported in fiscal year 2021. Upon review and alignment with previous fiscal year calculations, which are based on the California minimum wage, the fiscal year 2021 ratio for the U.S. is 1.24. Keysight's compensation team reviewed and verified that the correct ratio of standard entry level wage by gender compared to local minimum wage for the U.S. for fiscal year 2021 is 1.24.
	Additionally, the ratio of standard entry level wage by gender compared to local minimum wage for Malaysia was incorrectly reported in fiscal year 2021. Upon review and alignment with previous fiscal year calculations, the fiscal year 2021 ratio for Malaysia is 1.08. Keysight's compensation team reviewed and verified that the correct ratio of standard entry level wage by gender compared to local minimum wage for Malaysia for fiscal year 2021 is 1.08.
References:	• FY 2021 Scope 3 GHG Verification Opinion Declaration
	• FY 2022 Water Independent Limited Assurance Statement

GRI Topic	GRI Standards Data Index Response & References

GRI 2-5. External Assurance

	Description of the organization's current practice with regard to seeking external assurance for the report	Part of Keysight's CSR Report (e.g., environmental sustainability data) is assured or audited independently by Apex Companies LLC. In addition, Keysight internally validates all other data included in external reports and surveys under the umbrella of its Business Management System, associated audits, policies and program management processes.
	Description of the relationship between the organization and the assurance provider	Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. No member of the verification team has a business relationship with Keysight, its Directors or Managers beyond that required of 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 verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.
	Description of the highest governance body or senior executives involved in seeking external assurance for the organization's sustainability report	Keysight's external assurance of environmental sustainability data is led by Keysight's Global Director of Sustainability and Environmental Health & Safety, who reports directly to the Chief Administrative Officer and Chief of Staff, who reports to the CEO of Keysight Technologies.
	Description of what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process	Assurance at a limited level was completed for Keysight's Scope 1, Scope 2 Location-Based and Market-Based, and twelve (12) relevant categories of Scope 3 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. Scope 3 Category 3 (Fuel and Energy-Related Activities) GHG emissions were estimated using the Quantis Scope 3 Evaluator, which does not take into account any activity data from Scopes 1 or 2.
	References:	• FY 2021 Scope 3 GHG Verification Opinion Declaration
		• FY 2022 Scopes 1, 2, 3 GHG Verification Opinion Declaration
		• FY 2022 Water Independent Limited Assurance Statement

2. Activities and Workers

GRI 2-6. Activities, Value Chain and Other Business Relationships

Markets served	**Markets Served** • Aerospace/ Defense • Automotive and Energy • Communications • Education • Enterprise • Financial and Capital Markets • Government • Industrial and Utilities • Semiconductor • Service Providers • Healthcare	**Geographic Breakdown** Asia Pacific, Americas, Europe, Africa **Sectors Served** Electronic Measurement Solutions & Services	**Types of Customers and Beneficiaries** 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 fusion of technology knowledge, measurement science expertise, and tailored solutions helps customers forge ahead with confidence in our connected and dynamic world.	
A description of the organization's activities.	Keysight empowers innovators to explore, design, and bring world-changing technologies to life. As the industry's premier global innovation partner, Keysight's software-centric solutions serve engineers across the design and development environment, enabling them to deliver tomorrow's breakthroughs at speed and with reduced risk. Keysight leverages its strength as the world's leading test and measurement provider and today enables innovators to push the boundaries of engineering by quickly solving design, emulations, and test challenges to help create the best product experiences. Whether customers are looking to improve design and development processes, optimize and secure networks, or harness AI and digital twins to get a head start on technologies like 6G, electronic and autonomous vehicles, IoT, or quantum computing – Keysight accelerates innovation across the workflow with intelligent insights build on the most accurate measurements. Our fusion of technology knowledge, measurement science expertise, and tailored solutions helps you forge ahead with confidence in our connected and dynamic world.			
Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	Keysight provides products, solutions and services including: oscilloscopes; analyzers; generators, sources and power supplies; wireless solutions; software; network test, security, and visibility; meters; modular instruments; and others.			
Describe the organization's supply chain	Keysight's supply chain organizations are chartered for delivering optimal value-added sourcing and procurement services that are: • Legal, accountable, and auditable • Ethically, environmentally, and socially responsible • Economically effective • Conform to ISO quality management system standard	Keysight's global supplier base consists of approximately 10,000 suppliers from over 70 countries, which are the leading companies in various industries such as contract manufacturers, component and electronic parts, sheet metal, software and, etc. These procurements and sourcing services enable Manufacturing and Order Fulfillment to have the right materials to deliver all Keysight products that are shipped to customers in more than 100 countries.		
Significant changes to the organization and its supply chain	There were no significant changes to the organization and its supply chain in this reporting period.			
References:	• Keysight Annual Report 2022			
	• Keysight Industries			
	• Keysight Solutions			
	• Keysight Products & Services			

GRI Topic		GRI Standards Data Index Response & References		
GRI 2-7. Employees		**FY2022**	**FY2021**	**FY2020**
	Total number of employees	15,952	15,116	14,562
	Additional Comments:	Total number of employees includes those that are active, on leave of absence and all employee types (regular, intern and internal temporary worker)	Extract of Keysight full population as of October 31, 2021. Please note that the provided employee headcount in this disclosure are not inclusive of personnel from acquired companies that were not yet fully integrated in fiscal year 2021, but does include employees with limited duration contracts or on leave of absence. As a result, the data presented here may not be consistent with other disclosure data that is time-stamped as of the end of fiscal year 2021.	Employees referred to in this item are permanent employees, including both full time and part time employees. Employee headcount does not include personnel from acquired companies that were not fully integrated in fiscal year 2020.
	Number of employees - Male	10,950	10,429	10,028
	Percentage of employees - Male	68.64%	68.99%	68.86%
	Number of employees - Female	5,001	4,687	4,534
	Percentage of employees - Female	31.35%	31.01%	31.14%
	Additional Comments:	1 employee, an internal temporary worker, declined to declare gender.	Extract of Keysight full population as of October 31, 2021. Please note that the provided employee headcount in this disclosure are not inclusive of personnel from acquired companies that were not yet fully integrated in fiscal year 2021, but does include employees with limited duration contracts or on leave of absence. As a result, the data presented here may not be consistent with other disclosure data that is time-stamped as of the end of fiscal year 2021.	
	Americas: Total Employees	5,485	5,215	4,973
	Americas: Number of Male Employees	4,056	174	163
	Americas: Number of Female Employees	1,426	44	38
	Americas: Percentage of Male Employees:	73.95%	75.00%	75.00%
	Americas: Percentage of Female Employees:	26.00%	25.00%	25.00%
	Americas: Percentage of Other Employees	0%	0%	0%
	Americas: Percentage of Non-Binary Employees	0%	0%	0%
	Americas: Percentage Not Disclosed/Available	0%	0%	0%
	USA: Number of Male Employees	3,879	3,796	3,650
	USA: Number of Female Employees	1,379	1,324	1,224
	EMEA: Total Employees	2,822	2,707	2,583
	EMEA: Number of Male Employees	2,166	2,217	2,108
	EMEA: Number of Female Employees	656	719	694
	EMEA: Percentage of Male Employees	76.80%	77.00%	77.00%

	FY2022	FY2021	FY2020
EMEA: Percentage of Female Employees	23.20%	23.00%	23.00%
EMEA: Percentage of Other Employees	0%	0%	0%
EMEA: Percentage of Non-Binary Employees	0%	0%	0%
EMEA: Percentage Not Disclosed/Available	0%	0%	0%
Asia Pacific: Total Employees	6,655	6,390	6,221
Asia Pacific: Number of Male Employees	4,158	4,242	4,107
Asia Pacific: Number of Female Employees	2,497	2,600	2,578
Asia Pacific: Percentage of Male Employees	62.50%	63.00%	62.00%
Asia Pacific: Percentage of Female Employees	37.50%	37.00%	38.00%
Asia Pacific: Percentage of Other Employees	0%	0%	0%
Asia Pacific: Percentage of Non-Binary Employees	0%	0%	0%
Asia Pacific: Percentage Not Disclosed/Available	0%	0%	0%
Additional Comments:	Americas includes US, Brazil, Canada, and Mexico, although US is subsequently broken out separately.	Employee headcount not inclusive of personnel from acquired companies that were not yet fully integrated in fiscal year 2021.	Employee headcount not inclusive of personnel from acquired companies that were not yet fully integrated in fiscal year 2020.
Male: indefinite or permanent contract	10,383	9,972	9,598
Female: indefinite or permanent contract	4,579	4,340	4,179
Total indefinite or permanent contract	14,962	14,312	13,777
Male: fixed-term or temporary contract	506	411	383
Female: fixed-term or temporary contract	362	277	286
Total fixed-term or temporary contract	868	688	669
Additional Comments:	1 fixed term employee did not declare gender.		
Full-time - Male	10,286	9,888	9,509
Full-time - Female	4,466	4,231	4,074
Total full-time	14,752	14,119	13,583
Part-time - Male	97	84	89
Part-time - Female	113	109	105
Total part-time	210	193	194
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 in between and during the reporting period.		

GRI Topic	GRI Standards Data Index Response & References
GRI 2-8. Workers Who Are Not Employees	
Total number of workers who are not employees and whose work is controlled by the organization	778
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. The majority of 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.
3. Governance	
GRI 2-9. Governance Structure and Composition	
Governance structure	Keysight is led by a chief executive officer and overseen by a board of directors (the "Board"). The current committees of the Board are Audit and Finance; Compensation and Human Capital; Executive; and Nominating and Corporate Governance. The Board selects the chief executive officer in accordance with the company's bylaws and other applicable policies. Keysight's environmental, social, and governance (ESG) progress is overseen by the Board and its committees. Members of management representing Environmental Health and Safety, Human Resources, 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. The Board reviews Keysight's ESG strategy to ensure alignment with Keysight's long-term value creation strategies; evaluates environmental risks, opportunities, strategies, and long- and short-term goals; and monitors the financial impact on Keysight. The Audit and Finance Committee reviews and monitors compliance with environmental laws and regulations; and reviews and evaluates risks and opportunities related to information security. The Compensation and Human Capital Committee oversees company culture including diversity, equity, and inclusion initiatives; establishes and measures achievement of ESG metrics in executive compensation programs; and monitors pay equity, sets compensation philosophy, and oversees executive compensation programs. The Nominating and Corporate Governance Committee periodically evaluates the skills and qualifications of current directors; assists the Board in establishing a pool of director candidates and evaluates their qualifications; and periodically reviews corporate governance practices and makes recommendations for changes to the Board.
Audit and Finance Committee Number of Executive Directors Number of Non-Executive Directors Number of independent members Number of non-independent members	 0 4 4 0
Audit and Finance Committee chairperson is independent	Yes
Compensation and Human Capital Committee Number of Executive Directors Number of Non-Executive Directors Number of independent members Number of non-independent members	 0 5 5 0
Compensation and Human Capital Committee chairperson is independent	Yes
Nominating & Corporate Governance Committee Number of Executive Directors Number of Non-Executive Directors Number of independent members Number of non-independent members	 0 9 9 0

GRI Topic	GRI Standards Data Index Response & References
Nominating & Corporate Governance Committee chairperson is independent	Yes
Executive Committee	
Number of Executive Directors	1
Number of Non-Executive Directors	1
Number of independent members	1
Number of non-independent members	1
Executive Committee chairperson is independent	No
Discuss stakeholder representation at the board and board committee level	Keysight recognizes the importance of regular and transparent communication with its stockholders. Stockholder communication is essential to our ongoing review of our corporate governance and executive compensation programs and activities. This year, the company reached out to stockholders representing over 44% of its shares to update them on our ESG activities in fiscal year 2022, and they were invited to meet with the General Counsel and Corporate Secretary, the Chief Administrative Officer, and the Director of Investor Relations to discuss ongoing activities as well as other topics of interest to them. The company had a positive response to the invitation and met with stockholders representing 19% of its outstanding shares. In those meetings, Keysight discussed its ongoing efforts related to diversity, equity, and inclusion (DEI), our commitments to the environment and corporate governance, and we listed to their perspective on issues of importance to them.
Average mandates of Board members	1
Number of Board members with four or less mandates	11
Percentage of Board members with four or less mandates	100%
Describe the number of other significant positions and commitments held by each member, and the nature of the commitments	• Richard P. Hamada - Director, Trinity Capital, Inc. • Kevin A. Stephens - Director, Crown Castle International Corp • Charles J. Dockendorff - Director, Boston Scientific Corporation; Director, Haemonetics Corporation; Director, Hologic, Inc.; Director, Management Sciences for Health • Robert A. Rango - Director, KLA Corporation • James G. Cullen - Director, Avinger, Inc. • Michelle J. Holthaus - Executive Vice President and Chief Revenue Officer, Intel Corporation • Joanne B. Olsen - Director, Ciena Corporation; Director, Teradata Corporation
Number of Board members - Male	8
Percentage of Board members - Male	73%
Number of Board members - Female	3
Percentage of Board members - Female	27%
Number of Board members - Minority or Vulnerable Groups	3
Percentage of Board members - Minority or Vulnerable Groups	27%
References:	• Keysight Proxy Statement 2023 (pages 5, 24, 28, 31)
	• Keysight Proxy Statement 2023 (pages 6-16)

GRI Topic	GRI Standards Data Index Response & References

GRI 2-10. Nomination and Selection of the Highest Governance Body

	Nominating and selecting the highest governance body	The Nominating and Corporate Governance Committee proposes a slate of directors for election by Keysight's stockholders at each annual meeting and recommends to the Board candidates to fill any vacancies on the Board. The Nominating and Corporate Governance Committee will consider director candidates recommended for nomination by stockholders, provided that the recommendations are made in accordance with the procedures described in the section entitled "General Information about the Meeting" located at the end of the Proxy Statement. Candidates recommended for nomination by stockholders that comply with these procedures will receive the same consideration as other candidates recommended by the Nominating and Corporate Governance Committee. Keysight hires third-party executive search firms to help identify and facilitate the screening and interview process for non-employee director candidates. To be considered by the Nominating and Corporate Governance Committee, the company looks for director nominees who have: • A reputation for personal and professional integrity and ethics; • Soundness of judgment; • The ability to make independent, analytical inquiries; • The willingness and ability to devote the time required to perform Board activities adequately; • The ability to represent the total corporate interests of Keysight; and • The ability to represent the long-term interests of stockholders as a whole. In an effort to increase the diversity of our Board, we recently expanded our Board search criteria to include not only CEO and public board experience, but executive or high-level management experience as well, and we consciously include diverse candidates in our Board selection process. In addition to these minimum requirements, the Nominating and Corporate Governance Committee will also consider whether the candidate's skills are complementary to the existing Board members' skills and experience in technology, manufacturing, finance and marketing, information security, human capital management, international experience and culture, and the Board's needs for specific operational, management or other expertise. The executive search firm screens the candidates, does reference checks, prepares a biography for each candidate for the Nominating and Corporate Governance Committee to review and helps set up interviews.
	References:	• Keysight Proxy Statement 2023 (page 25)

GRI 2-11. Chair of the Highest Governance Body

	Chair of the highest governance body	During the first half of fiscal year 2022, the roles of Chair and CEO were combined. The roles were separated effective May 1, 2022, with Mr. Nersesian's retirement as CEO and President and Mr. Dhanasekaran's appointment as CEO and President. Mr. Nersesian currently remains Executive Chair of the Board, but will transition to Non-Executive Chair of the Board, effective May 1, 2023.
	References:	• Keysight Annouces Executive Leadership Transition
		• Keysight Proxy Statement 2023 (page 26)

GRI Topic	GRI Standards Data Index Response & References

GRI 2-12. Role of the Highest Governance Body in Overseeing the Management of Impacts

	Role of highest governance body in setting purpose, values, and strategy	Keysight's environmental, social, and governance (ESG) progress is overseen by our Board and its committees. Members of management representing Environmental Health and Safety, Human Resources, 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 Keysight's strategy for addressing those issues. The Board is responsible for reviewing Keysight's ESG strategy to ensure alignment with the Company's long-term value creation strategies.
	What is the frequency of the highest governance body in reviewing the effectiveness of the organization's processes to identify and manage economic, environmental, and social impacts?	Management regularly briefs the Board and the relevant committees on ESG topics and Keysight's strategy for addressing those issues.
	Identifying and managing economic, environmental, and social impacts	Keysight's ESG progress is overseen by our Board and its committees. Members of management representing Environmental Health and Safety, Human Resources, Information Security, and Legal are responsible for reviewing and assessing significant ESG risks that could impact the company. Management regularly briefs the Board and the relevant committees on ESG topics and the company's strategy for addressing those issues. Keysight recognizes the importance of regular and transparent communication with its stockholders. Stockholder communication is essential to the company's ongoing review of its corporate governance and executive compensation programs and practices. This year, Keysight reached out to stockholders representing over 44% of its outstanding shares to update them on ESG activities in fiscal year 2022, and they were invited to meet with the General Counsel and Corporate Secretary, the Chief Administrative Officer, and the Director of Investor Relations to discuss ongoing activities as well as other topics of interest to them. Keysight had a positive response to the invitation and met with stockholders representing 19% of its outstanding shares. The company also communicated with stockholders through a number of routine forums, including quarterly earnings presentations, SEC filings, its Annual Report and Proxy Statement, the Annual Meeting, investor meetings, conferences and web communications. The company relays stockholder feedback and trends on corporate governance and sustainability developments to its Board and its standing Committees and works with them to enhance our practices and improve our disclosures.
	How does the highest governance body consider the outcomes of these processes	The Board reviews the company's ESG strategy to ensure alignment with the company's long-term value creation strategies; and evaluates environmental risks, opportunities, strategies, and long- and short-term goals and monitors the financial impact on the company. The Audit and Finance Committee reviews and monitors compliance with environmental laws and regulations; and reviews and evaluates risks and opportunities relates to information security. The Compensation and Human Capital Committee oversees company culture including diversity, equity, and inclusion initiatives; establishes and measures achievement of ESG metrics in executive compensation programs; and monitors pay equity, sets compensation philosophy, and oversees executive compensation programs. The Nominating and Corporate Governance Committee periodically evaluates the skills and qualifications of current directors; assists the Board in establishing a pool of director candidates and evaluates their qualifications; and periodically reviews corporate governance practices and makes recommendations for changes to the Board.
	References:	• Keysight Proxy Statement 2023 (pages 24-25, 28)

GRI 2-13. Delegation of Responsibility for Managing Impacts

	Delegating authority	Members of management representing Environmental Health and Safety, Human Resources, Information Security, and Legal are responsible for reviewing and assessing significant environmental, social, and governance (ESG) risks that could impact the company. Management regularly briefs the Board and the relevant committees on ESG topics and the company's strategy for addressing those issues.
	Name, position, and reporting line of the highest ranking person with dedicated risk management responsibility on an operational level (not CEO)	Members of management representing Environmental Health and Safety, Human Resources, Information Security, and Legal are responsible for reviewing and assessing significant ESG risks that could impact the company. Management regularly briefs the Board and the relevant committees on ESG topics and the company's strategy for addressing those issues.
	Name, position, and reporting line of the highest ranking person with responsibility for monitoring and auditing risk management performance on an operational level (not CEO)	Keysight's Vice President of Internal Audit provides regular reports to the Audit and Finance Committee regarding enterprise risk management and compliance.
	References:	• Keysight Proxy Statement 2023 (pages 27-28)

GRI Topic	GRI Standards Data Index Response & References

GRI 2-15. Conflicts of Interest

	Discussion of processes for identifying and assessing conflicts of interest	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.
	Conflicts of interest	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.
	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 to the extent required.
	References:	• Director Code of Ethics
		• Keysight Proxy Statement 2023
		• Keysight Standards of Business Conduct
		• Related Person Transaction Policy

GRI 2-16. Communication of Critical Concerns

	Communicating critical concerns	Keysight maintains a public link for anyone to raise concerns to the Chairman of the Board. Keysight's Board also receives regular reports on enterprise-level risks and receives regular reports from each of the Board's committees on their areas of risk oversight. The Audit and Finance Committee receives regular reports from Keysight's Vice President of Internal Audit regarding enterprise risk management and compliance; receives regular legal, regulatory, litigation and compliance updates from Keysight's General Counsel; and oversees compliance policies and programs (including the Standards of Business Conduct and Director Code of Ethics), compliance statistics and investigations, trainings, certifications, and relevant legal developments.
	References:	• Contact the Chairman
		• Keysight Proxy Statement 2023

GRI Topic	GRI Standards Data Index Response & References

GRI 2-17. Collective Knowledge of the Highest Governance Body

	Collective knowledge of highest governance body	To be considered by the Nominating and Corporate Governance Committee, Keysight looks for director nominees who have: • A reputation for personal and professional integrity and ethics; • Soundness of judgment; • The ability to make independent, analytical inquiries; • The willingness and ability to devote the time required to perform Board activities adequately; • The ability to represent the total corporate interests of Keysight; and • The ability to represent the long-term interests of stockholders as a whole. In an effort to increase the diversity of our Board, Keysight recently expanded its Board search criteria to include not only CEO and public board experience, but executive or high-level management experience as well, and we consciously include diverse candidates in our Board selection process. In addition to these minimum requirements, the Nominating and Corporate Governance Committee will also consider whether the candidate's skills are complementary to the existing Board members' skills and experience in technology, manufacturing, finance and marketing, information security, human capital management, international experience and culture, and the Board's needs for specific operational, management or other expertise. In addition, Keysight's Corporate Governance Guidelines state: The Board shall provide directors with access, at the company's expense, to internal and external orientation programs and continuing education programs to ensure that they have sufficient information about the company and their duties.
	References:	• Corporate Governance Guidelines (page 6)
		• Keysight Proxy Statement 2023 (page 25)

GRI 2-18. Evaluation of the Performance of the Highest Governance Body

	Evaluating the highest governance body's performance	The Board and each of its committees shall conduct an annual self assessment of the performance of the Board, 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, to be discussed with the full Board following the end of each fiscal year. These assessments should 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 should be to improve the effectiveness of the Board, each committee and the individual directors
	References:	• Corporate Governance Guidelines (page 3)

GRI Topic	GRI Standards Data Index Response & References

GRI 2-19. Remuneration Policies

Describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits	With respect to non-employee directors: Keysight's director compensation program is designed to attract and retain highly qualified non-employee directors and to address 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 the interest of directors and stockholders. The compensation to Keysight's non-employee directors for fiscal year 2022 consisted of: • A $100,000 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 covered into shares of Keysight common stock. In the event that a director does not serve for the entire year, the cash retainer is 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 receives an additional $50,000 in cash, paid at the beginning of each Plan Year. • Non-employee directors (including the Lead Independent Director) who 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 and the Compensation and Human Capital Committee Chair received $20,000. • Non-employee directors who serve as the Chair or a member of the Audit and Finance Committee receive an additional $10,000 in cash, paid at the beginning of each Plan Year. With respect to senior executives: Keysight's executive compensation and corporate governance programs are designed to link pay with operational performance and long-term stockholder value while striking a responsible balance between risk and reward. Elements of Keysight's compensation for executive officers include: • 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 and annual environmental, social, and governance (ESG) 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 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; • An Officer and Executive Severance Plan (the "Severance Plan") for U.S. 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); • A clawback policy that applies to both cash incentives and equity awards; and • Retirement benefits that are intended to retain and encourage our employees, including executives, to remain focused on our business for the long term
Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people	Keysight includes a measurable ESG metric as a component of its executive STI plan. ESG objectives for the STI Award are selected each year by the Compensation and Human Capital Committee based on Keysight's Corporate Social Responsibility (CSR) priorities, which are reported externally on an annual basis. This approach allows Keysight the flexibility to adjust our ESG metrics on an annual basis to align to our culture, values, and long-term business strategy. For fiscal year 2022, Keysight selected metrics which align to our Diversity, Equity, and Inclusion (DEI) strategy including improvement in the percentage of women hired globally and the percentage of underrepresented minorities hired in the U.S., as well as retention of our current diverse population.
References:	• Keysight Proxy Statement 2023 (pages 52-66)

GRI Topic	GRI Standards Data Index Response & References
GRI 2-20. Process to Determine Remuneration	
Process for 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.
References:	• Keysight Proxy Statement 2023 (pages 32-33, 49-68)
Stakeholders' involvement in remuneration	For reporting purposes, we define "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. The stockholder vote is an annual advisory vote and is not binding on Keysight or its Board.
References:	• Keysight Proxy Statement 2023 (page 46)
GRI 2-21. Annual Total Compensation Ratio	
Annual total compensation ratio	110
Percentage increase in annual total compensation ratio	54
Additional Comments:	**IDENTIFICATION OF MEDIAN EMPLOYEE** We selected October 31, 2022, the last day of fiscal year 2022, as the date on which to determine our median employee. As of that date, Keysight had 14,962 employees (this represents the total number of employees excluding those on leave of absence, interns and internal temporary works). For purposes of identifying the median employee, we considered the aggregate of the following compensation elements for each of our employees, as compiled from Keysight's internal records as of October 31,2022: • Earned base salary or base wages for the period beginning on November 1, 2021 and ending on October 31, 2022. • Target bonuses for fiscal year 2022. We selected the above compensation elements because they represent Keysight's principal broad-based compensation elements. For purposes of identifying the median employee, any compensation paid in foreign currencies was converted to U.S. dollars based on the accounting rates as of October 31, 2022. 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 is set using market rates on January 31st.In identifying the median employee, we have considered all employees who joined Keysight through acquisitions during the last fiscal year and we 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:	• Keysight Proxy Statement 2023 (page 92)

4. Strategy, Policies and Practices	
GRI 2-22. Statement on Sustainable Development Strategy	

	Purpose statement	Please see "Letter from Our CEO" in our 2022 CSR Report.
	References:	• 2022 CSR Report (page 2)

GRI 2-23. Policy Commitments		
	Mission, vision, values, principles, standards, and norms of behavior	Keysight's Leadership Model (KLM) is the company's enabler to continuously deliver greater value to customers, shareholders, and employees. It is the philosophy that permeates every aspect of 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.

Keysight's Standards of Business Conduct (SBC) set forth the company's expectations for all employees regarding ethical business practices and legal compliance. All Keysight employees participate annually in mandatory training in, or certification to, Keysight's SBC. All sales professionals are required to take additional sales compliance training annually, covering such topics as anticorruption/anti-bribery, antitrust, and export controls. All procurement professionals are requested to take additional online training on environmental, health and safety risks, as well as social responsibility, which covers human rights.

For additional information on Keysight's commitment to the highest standard of corporate governance, business conduct, and ethics, please see Keysight's Corporate Governance Guidelines, Director Code of Ethics, SBC, Amended and Restated Bylaws, Related Person Transaction Policy, Human Rights and Labor Policy, Environmental Policy, Environmental and Social Responsibility Expectations for Suppliers, Statement on Conflict Minerals and the charters of our Audit and Finance Committee, Compensation Committee, Executive Committee, and Nominating and Corporate Governance Committee. |
| | **References:** | • Amended and Restated Bylaws of Keysight Technologies, Inc.

• Audit and Finance Committee Charter

• Compensation and Human Capital Committee Charter

• Corporate Governance Guidelines

• Director Code of Ethics

• Executive Committee Charter

• Keysight Standards of Business Conduct

• Keysight Technologies, Inc. Human Rights and Labor Standards Policy

• Keysight Technologies Statement on Conflict Minerals

• Keysight's Leadership Model

• Nominating and Corporate Governance Committee Charter

• Related Person Transaction Policy

• Supplier Expectation |

GRI Topic		GRI Standards Data Index Response & References
GRI 2-24. Embedding Policy Commitments		
	Description of how the organization embeds its policy commitments for responsible business conduct	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. Keysight's leadership team places ethics at the core of its operations, and all employees are expected to uphold these values in their daily work. Keysight regularly evaluates its Standards of Business Conduct (SBC) and monitors emerging issues to confirm that its standards are appropriate to meet contemporary business challenges while adhering to Keysight's core value of uncompromising integrity. Keysight has an Ethics Management System which 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 for the seventh consecutive year 100% of employees completed annual SBC refresher training.
	References:	• Keysight Compliance Hotline
		• Keysight Standards of Business Conduct
GRI 2-25. Processes to Remediate Negative Impacts		
	Describe the company's commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	Keysight is committed to providing for, or cooperating in, the remediation of negative impacts that Keysight identifies that it has caused or contributed to. Information regarding Keysight's approach to identifying and addressing negative impacts are described in the corresponding information for the various material topics.
GRI 2-26. Mechanisms for Seeking Advice and Raising Concerns		
	Mechanisms for seeking advice and raising concerns	Employees who have questions about how to apply Keysight's policies and practices for responsible business conduct can contact their manager or a member of local Human Resources, Legal, or Internal Audit. Keysight's Compliance Hotline is available for individuals to report concerns of all types; where permissible, reporting through the hotline is anonymous. Keysight also has an Open Door Policy that allows employees to report concerns to any level of management or to a member of Human Resources or Legal. Non-employees can also contact their Keysight representative or Keysight's compliance team at legal.compliance@keysight.com with any concerns.
	References:	• Keysight Compliance Hotline
		• Keysight Standards of Business Conduct

GRI Topic	GRI Standards Data Index Response & References		
GRI 2-27. Compliance with Laws and Regulations	**FY2022**	**FY2021**	**FY2020**
Description of instances for which fines were incurred including the amount in the current period	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.	In August 2021, Keysight entered into a settlement agreement with the Directorate of Defense Trade Controls related to a disclosure the company made in 2018, agreeing to pay a nonmaterial civil penalty and the appointment of a Special Compliance Officer to help the company enhance and improve compliance measures related to the International Traffic in Arms Regulations and the Arms Export Control Act.	In June 2020 Keysight entered into a settlement agreement with the United State Office of Foreign Asset Control related to a voluntary self-disclosure the company made in in 2017, agreeing to pay a civil penalty and to maintain certain sanctions compliance measures for at least a five-year period.
Description of instances for which non-monetary sanctions were incurred in the current period		In August 2021, Keysight entered into a settlement agreement with the Directorate of Defense Trade Controls related to a disclosure the company made in 2018, agreeing to pay a nonmaterial civil penalty and the appointment of a Special Compliance Officer to help the company enhance and improve compliance measures related to the International Traffic in Arms Regulations and the Arms Export Control Act.	In June 2020 Keysight entered into a settlement agreement with the United State Office of Foreign Asset Control related to a voluntary self-disclosure the company made in in 2017, agreeing to pay a civil penalty and to maintain certain sanctions compliance measures for at least a five-year period.
Total number of significant instances of non-compliance with laws and regulations during the reporting period	1	1	1
Total number of instances of non-compliance for which fines were incurred	1	1	1
Total number of instances for which non-monetary sanctions were incurred	0	1	1
Total monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	24,000.00 USD	6,600,000.00 USD	473,157.00 USD
GRI 2-28. Membership Associations			
Memberships and associations	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 us to work with other companies and associations on issues that affect our industry. Memberships also keep Keysight abreast of industry issues, emerging trends, and best practices, and provide vehicles through which we can contribute to and influence public policy. Following provides just a few of the many examples of these memberships. • Various Business memberships such as Dangerous Goods Advocacy Council, Business for Social Responsibility (BSR), Responsible Business Alliance (RBA) • Various Industry memberships such as the International Electronics Manufacturing Initiative, International Telecommunications Standards Body, Institute of Electrical and Electronic Engineers (IEEE), LXI Consortium • 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 such as the Society of Women Engineers International, multiple regional Chamber of Commerce memberships		

5. Stakeholder Engagement			

GRI 2-29. Approach to Stakeholder Engagement

Approach to stakeholder engagement	Keysight employs a multi-faceted approach to 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 Corporate Social Responsibility (CSR) Materiality assessment which is used as a basis for material CSR reporting elements. Customers are also engaged through satisfaction surveys based on recent transactions across one of four touch points — Business Center, Contact Center, Sales, or Service Customers. 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. 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 employee's Value Creation Plan and reviewed at least quarterly. Quarterly, or as needed, at locations around the world, sessions are conducted to provide updates on Keysight's business, country-specific updates, and to engage employee in Q&A sessions. **Suppliers** Keysight compliance requirements are communicated through e-mail to all newly added suppliers. In addition, Keysight regularly audits and trains suppliers on expectations for supply chain sustainability and environmental health and safety. Such data is reviewed and referenced as required by specific disclosure requests through Keysight's CSR reporting. **Shareholders** Quarterly earnings conference calls provide a scheduled discussion with shareholders related to Keysight's performance. Input and comments during these discussions are considered in the CSR materiality assessment used as basis for material CSR reporting elements. The Keysight annual shareholder meeting is open to all shareholders and provides an opportunity to vote on proposals. The company holds an investor day every few years as well. Input and comments during these meetings are considered in the CSR materiality assessment used as basis for material CSR reporting elements. Keysight shares updates and insights with investors at regular investor conferences as well. Input and comments during these conferences are considered in the CSR materiality assessment used as basis for material CSR reporting elements. **Communities** Keysight's worldwide community programs tangibly demonstrate our values and commitment to societal prosperity. Corporate engagement efforts are focused across education, environmental sustainability, and health and human services.
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.
List of stakeholder groups	Keysight's key stakeholders include customers, employees, and shareholders. Additional stakeholders include multiple partner organizations such as suppliers, local communities, market/technology/industry influencers, etc.

GRI 2-30. Collective Bargaining Agreements	**FY2022**	**FY2021**	**FY2020**
Number of employees covered by collective bargaining agreements	1,535		
Percentage of employees covered by collective agreements	10.30%	12.59%	5.07%
Additional Comments:	Keysight meets all applicable laws, regulations, and standards where we do business. The following countries are covered by collective bargaining agreements: Austria, Belgium, Brazil, France, Finland, Italy, Japan, Korea, Spain and Sweden.	Keysight meets all applicable laws, regulations, and standards where we do business. The following countries are covered by collective bargaining agreements: Brazil, Korea, Japan, Italy, France, Austria, Finland, Sweden, Spain, and Belgium.	Keysight meets all applicable laws, regulations, and standards where we do business. The countries where employees are covered by collective bargaining agreements are Austria, Italy, Finland, Spain, France and Belgium.

GRI Topic	GRI Standards Data Index Response & References
GRI 3: Material Topics	
GRI 3-1. Process to Determine Material Topics	
Defining report content and topic boundaries	Keysight's Corporate Social Responsibility (CSR) Report is developed based on the tenets of company's CSR vision to build a better planet by accelerating innovation to connect and secure the world and employing a global business framework of ethical, environmentally sustainable, and socially responsible operations. In support of this vision, and based on input from internal and external stakeholders, as well as industry consultants, Keysight has defined in this report the company's CSR material topics and boundaries. While stakeholder engagement is ongoing, a formal CSR materiality analysis was last completed during Keysight's fiscal year 2020. Identified CSR material topics are aligned with the Global Reporting Initiative (GRI) Standards reporting guidelines topic boundaries as part of this report. In addition to targeted disclosure reporting, Keysight's Annual CSR Report includes narrative content to provide context and strategy background to which disclosures and data are aligned, including detail on Keysight's materiality assessment process.
Determining actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships	Keysight does not measure 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. Keysight also acknowledges that its products are used in development of innovations in communications, automotive, and energy that support clean technology, social impact and wellness, and safety and security.
Determining how the organization prioritized the impacts for reporting based on their significance	Keysight' CSR strategy is driven by aspects identified as important, or material, by key stakeholders. Utilizing the company's KLM, Keysight 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. Between formal CSR materiality assessments, Keysight regularly engages stakeholders as defined in the company's KLM. This enables the company to maintain alignment between Keysight's CSR efforts and stakeholder expectations across the short and mid-term.
Specify the stakeholders and experts whose views have informed the process of determining its material topics	As part of this most recent materiality refresh, Keysight contracted a third-party specialist to analyze CSR aspects important to the following key stakeholders: • Internal functional and executive stakeholder interviews across global business functions, including investor relations, order fulfillment, sales, corporate services, human resources, legal and compliance, information technology, workplace solutions, and product innovation and quality • External stakeholder interviews representing customers, shareholders, industry associations, and non-governmental organizations (NGOs) to identify common themes in priorities and potential performance improvement trends in corporate citizenship
Additional Comments:	For more information on Keysight's CSR foundational pillars, supporting programs, related policies and recent news and accolades, please see the company's Annual CSR Report. Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• 2022 CSR Report (Material Aspects section)
	• Keysight CSR Web Site

GRI 3-2. List of Material Topics

List of material topics	**Governance topics** • Economic Performance • Market Presence • Indirect Economic Impacts • Procurement Practices • Anti-corruption • Anti-competitive Behavior • Tax **Environmental topics** • Materials • Energy • Water and Effluents • Biodiversity • Emissions • Waste • Supplier Environmental Assessment	**Social topics** • Employment • Labor/Management Relations • Occupational Health and Safety • Training and Education • Diversity and Equal Opportunity • Non-discrimination • Freedom of Association and Collective Bargaining • Child Labor • Forced or Compulsory Labor • Security Practices • Rights of Indigenous Peoples • Human Rights Assessment • Local Communities • Supplier Social Assessment • Customer Health and Safety • Marketing and Labeling • Customer Privacy
Report changes to the list of material topics compared to the previous reporting period	There have been no significant change from the previous reporting period in the list of material topics and topic boundaries. Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10- Q. Keysight does not disclose details of CSR materiality beyond the material topics and boundaries.	
Additional Comments:	Keysight has identified these GRI material topics based on alignment with the company's material CSR aspects. The company has determined that many GRI material topics relate in some way to the company's material CSR aspects. However, Keysight does not disclose details of CSR materiality beyond the material aspects, process of CSR materiality assessment, and mapping CSR material topics to our foundational CSR pillars. Please see the "Material CSR Aspects" identified in our Annual CSR Report for more information. Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q. Keysight does not disclose details of CSR materiality beyond the material topics and boundaries.	
References:	• 2022 CSR Report (Material Aspects section)	

GRI 201: Economic Performance	
GRI 201-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the company's policies or commitments regarding economic contribution	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices," "Local Community," and "Diversity, Equity & Inclusion" material aspects. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System

GRI 201-1. Direct Economic Value Generated and Distributed

	Market level	Enterprise
	Revenues	5,420.00 M USD
	Operating costs	4,056.00 M USD
	Employee wages and benefits	
	Payments to providers of capital	79.00 M USD
	Payments to government	161.00 M USD
	Community investment	
	Economic value retained	1,124.00 M USD
	Additional 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.
	References:	• Keysight Annual Report 2022 (page 57)

GRI 201-2. Financial Implications and Other Risks and Opportunities due to Climate Change	
Financial implications and other risks and opportunities due to climate change	**Type: Opportunity** • Category: Other: Provide solutions to empower clean technologies • Description: Keysight empowers clean technologies by providing solutions for automotive, energy, network, communications, and Internet of Things (IoT) companies to design, test, manufacture and monitor next-generation environmentally sustainable product and service offerings. However, we do not publicly report results specific to the utilization of our solutions and services in these technology areas. **Type: Risk** • Category: Physical • Description: Volatile changes in weather conditions and effects of climate change increase the risk of disasters created by extreme conditions. • Impact Description: Keysight and our customers and suppliers are vulnerable to the increasing impact of climate change. Volatile changes in weather conditions—including extreme heat or cold—could increase the risk of wildfires, floods, blizzards, hurricanes, and other weather-related disasters. Disasters created by extreme conditions could cause significant damage to or destruction of our facilities resulting in temporary or long-term closures of our facilities and operations, and significant expense for repair or replacement of damaged or destroyed facilities. Such disasters could also result in loss or damage to employee homes, employees relocating to other parts of the country or being unwilling to relocate to the strategic locations, housing shortages and loss of or inability to recruit key employees. The insurance market has been affected by climate change as evidenced by increased cost of premiums in order to maintain coverage. As overall market rates increase it does affect coverage options and capability. While Keysight has not been negatively impacted by hurricanes, typhoons, or cyclones, we have seen impact from wildfire events especially at its Santa Rosa, CA headquarter location. Although Keysight insures for catastrophic losses, liability and property insurance premiums increased 30% from fiscal year 2021 to fiscal year 2022, 32% from fiscal year 2020 to fiscal year 2021, 19% from fiscal year 2019 to fiscal year 2020, and 15% from fiscal year 2018 to fiscal year 2019. This was driven by increases in all major lines of coverage with the largest increases in fiscal year 2022 from property and cyber liability. The property insurance market hardened as a result of the catastrophic insurance losses related to hurricane, flood, and fire. We are anticipating further increases this year in property coverage. • Financial Implications: A climate-change related disaster could adversely impact the available workforce, cause damage to or destruction of inventory, result in an inability to manufacture and deliver solutions, cancellation of orders, breaches of customer contracts, increased capital expenditures, and significant increase in insurance premiums. These consequences could lead to reduced revenue and profitability. • Methods Used to Manage Risk: Information about Keysight's strategies for minimizing risks associated with climate change related natural disasters can be found in Keysight's Response to Climate Change and Crisis Management briefs in the references listed below. • Costs of Actions: Keysight does not publicly report results specific to climate change risks or opportunities. **Type: Opportunity** • Category: Other: Achieve net zero emissions in company operations by end fiscal year 2040 • Description: In May 2021, Keysight disclosed its commitment to achieving net zero Scope 1 and Scope 2 emissions by the end of fiscal year 2040. The company plans to meet this commitment by reducing energy consumption through efficiency and conservation measures, investments in renewable energy, and selective purchase of certified offsets for residual emissions. The company also committed in September 2021 to developing approved science-based targets in line with limiting global warming to 1.5 degrees Celsius above pre-industrial levels. In addition to Scope 1 and Scope 2 emissions defined by our net zero goal, the company will develop Scope 3 targets across relevant categories as part of our commitment to science-based targets.
Additional Comments:	As part of Keysight's long term strategy to adapt to and help mitigate the worst impacts of climate change, the company is completing our first quantitative climate scenario analysis to better understand the outcomes of possible future scenarios globally. The results from the climate scenario analysis will be presented in Keysight's 2023 Task Force on Climate-Related Financial Disclosures (TCFD) Report and CDP Climate Change 2023 Report. Due to the new climate scenario analysis, some of the reported risks and opportunities and associated implications may change.
References:	• All Keysight Annual Reports and Proxy Statements • CDP Climate Change 2022 • CDP Reporting • Crisis Management: Keysight's Business Continuity and Response to Crisis Events • CSR - Our Solutions • Keysight's Response to Climate Change

GRI Topic	GRI Standards Data Index Response & References

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

Basis for the structure of retirement plans offered to employees	Defined benefit plans, Defined contribution plans, Other types of retirement benefits	
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.	
Does a separate fund exist to pay the plan's pension liabilities?	No	
Additional Comments:	Please refer to Keysight's 2022 Annual Report - Retirement Plans and Post-Retirement Benefit Plans section starting on page 92.	
References:	• Keysight Annual Report 2022 (page 92)	

GRI 201-4. Financial Assistance Received from Government	FY2022	FY2021	FY2020
Foreign tax relief	81,000,000.00 USD	70,000,000.00 USD	53,000,000.00 USD
Government in the shareholding structure	No	No	No
References:	• All Keysight Annual Reports and Proxy Statements	• All Keysight Annual Reports and Proxy Statements	• All Keysight Annual Reports and Proxy Statements
	• Investor Relations Web Site	• Investor Relations Web Site	• Investor Relations Web Site

GRI 202: Market Presence	
GRI 202-MT. Management Approach: Market presence	
Describe the actual and potential, negative and positive impacts of the management of the material topic on the economy, environment, and people, including impacts on their human rights	Keysight does not measure market presence 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 development of innovation in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the organization's 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 Business Practices" material aspect.The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System

GRI Topic	GRI Standards Data Index Response & References		
GRI 202-1. Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	**FY2022**	**FY2021**	**FY2020**
Region	United States of America, Malaysia	United States of America, Malaysia	United States of America, Malaysia
Gender	All (United States of America), All (Malaysia)	All (United States of America), All (Malaysia)	All (United States of America), All (Malaysia)
Ratio of standard entry level wage to local minimum wage	1.23 (United States of America), 1.00 (Malaysia)	1.24 (United States of America), 1.08 (Malaysia)	1.34 (United States of America), 1.01 (Malaysia)
Definition of significant locations of operation	Significant location of operations is defined as any location with 100 or more employees and there is a national minimum wage.	Significant location of operations is defined as any location with 100 or more employees and there is a national minimum wage.	Significant location of operations is defined as any location with 100 or more employees and there is a national minimum wage.
Additional Comments:	Keysight tracks the ratio of entry level wages to minimum wage. The ratio at other significant locations of operations is not disclosed for confidentiality reasons.	Keysight tracks the ratio of entry level wages to minimum wage. The ratio at other significant locations of operations is not disclosed for confidentiality reasons. Fiscal year 2021 "Ratio of standard entry level wage to local minimum wage - United States of America" and "Ratio of standard entry level wage to local minimum wage - Malaysia" has been updated to reflect the restatements of information provided in GRI 2-4.	Keysight tracks the ratio of entry level wages to minimum wage. The ratio at significant locations of operations is not disclosed for confidentiality reasons.
GRI 202-2. Proportion of Senior Management Hired from the Local Community	**FY2022**	**FY2021**	**FY2020**
Proportion of senior management hired from the local community	100%	66%	0%
Definition used for 'senior management'	Job classifications of Executive I and above	Job classifications of Executive I and above	
Geographical definition of 'local'	Refer to GRI standard glossary	Refer to GRI standard glossary	
Definition used for 'significant locations of operation'	With an employee population greater than 100	With an employee population greater than 100	
Additional Comments:	Globally two Executives were hired in fiscal year 2022 (one in Malaysia and one in the US). One internal hire in Penang, Malaysia with no relocation. This was an internal hire within Keysight, no relocation was offered as the individual was already in their local community. One external remote worker hire in location with no relocation. This was an external hire, from outside Keysight, no relocation was offered as the individual was already in their local community. Two of two Executive hires were hired from the local community to organizations operations. (100%).	Globally three Executives were hired in fiscal year 2021. All in the US. Two were internal hires with no relocation. One external hire relocated. Two of the three Executive hires were hired from the local community (66%)	Hiring includes both internal and external hires. In fiscal year 2020, one Internal Executive hire relocated to Santa Rosa.

GRI 203: Indirect Economic Impacts

GRI 203-MT. Management Approach: Indirect Economic Impacts

	Describe the actual and potential, negative and positive impacts of the management of the material topic on the economy, environment, and people, including impacts on their human rights	Keysight does not measure indirect economic impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the area of communites, education, and the environment. The company also acknowledges that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's 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 Business Practices," "Local Community," and "Diversity, Equity & Inclusion" material aspects. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System.
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Keysight CSR Management System

GRI Topic	GRI Standards Data Index Response & References

GRI 203-1. Infrastructure Investments and Services Supported

	Name of investment/service	Santa Rosa, CA and Colorado Springs, CO Site Investment
	Extent of development of significant infrastructure investments and services supported	Keysight completed three significant infrastructure projects in 2022 intended to protect critical business processes from catastrophic loss due to natural disasters, which could impact business continuity. These processes were originally housed solely in Santa Rosa, California which is subject to higher than average seismic and wildfire activity. A major earthquake could cause catastrophic loss, which could disrupt our operations, delay production, prevent shipments, negatively impact revenue and result in large expenses to repair or replace the facility. To mitigate these risks, Keysight acted in three ways. First, in Santa Rosa, CA, Keysight seismically braced its wafer fabrication facility to ensure it would withstand a very strong earthquake. This work included installing 75 tons of rebar built into concrete buttresses, 150 concrete piers (three to four feet in diameter and 70–100 feet deep) into the bedrock of the earth, and 2,500 cubic yards of concrete poured by over 300 cement trucks. Second, in Santa Rosa, CA Keysight mitigated the risk of catastrophic loss due to wildfire activity by removing trees and bushes that were potential fire hazards and implementing year-round goat grazing to control grass growth. Third, Keysight duplicated the Santa Rosa Precision Machining & Plating processes in the company's facilities in Colorado Springs, CO to provide backup in the event of catastrophic loss due to a natural disaster, and to create extra capacity for production when needed.
	Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.	The actions above not only provided major investment from construction contracts into both Santa Rosa and Colorado Springs during the three-year project, but also show Keysight's long term commitment to these locations in terms of jobs, ongoing investment, and presence in the community.
	Commercial engagements / In-kind engagements / Pro bono engagements	Commercial engagements

GRI 203-2. Significant Indirect Economic Impacts

	Significant indirect economic impacts	Keysight does not measure significant indirect economic impacts as noted, however, the company does measure progress toward building a better planet through key impact goals in the areas of communities, education, and the environment. The company also acknowledges that its products are used in the development of communications, automotive, and energy innovations that support clean technology, social impact and wellness, and safety and security.
	Significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agenda	Keysight does not directly track indirect economic impacts in the context of external benchmarks.
	Additional Comments:	Keysight's Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world through its hardware, software, and services solutions, and employing a global business framework of ethical, environmentally sustainable, and socially responsible operations. Please see Keysight's "Key Impact Goals" overview in the narrative content of the company's annual CSR report.
	Reason for omission	Information unavailable/incomplete
	Required explanation	There are no steps being taken to obtain this data.

GRI 204: Procurement Practices	
GRI 204-MT. Management Approach: Procurement 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 procurement 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the company's 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 Business Practices" and "Supply Chain Labor Standards" material aspects. At Keysight, we seek to establish excellent, long-term working relationships with suppliers through mutual performance expectation, supplier performance evaluation, and supplier performance improvement plans to ensure continuous progress. We develop supplier sourcing processes to qualify the best supplier, which meets Keysight's needs in technology, quality, responsiveness, delivery, cost, and environmental and social responsibilities factors. On top of this, we verify the potential supplier against the Restricted Parties List (RPL), US restricted, and the Embargo Country List to ensure we are not adding any prohibited suppliers of the US government or authorities into our supply chain. As a proactive action to avoid any disruption to our supply chain, Keysight also performs a financial health check to understand the stability of their financial situation to avoid any disruption of supply chain. A qualified supplier that meets our requirements and provides a competitive quotation will be awarded with Keysight business. Their performance will be measured and evaluated from time to time to ensure they continuously meeting our expectations. Supplier improvement plan will be initiated to ensure their continued growth in the above-mentioned factors. Besides, in the United States, Keysight has a proactive Small Business/Supplier Diversity Program which focuses on the procurement of materials, components, equipment, supplies, and services from Small Diverse Businesses. We use a specific methodology when sourcing suppliers that includes the evaluation and inclusion of small diverse suppliers within our supply chain. All of Keysight's expectations and requirements are outlined in our Supplier Code of Conduct and Purchase Order Terms and Conditions. We communicate these requirements to all suppliers and also establish a supplier resources webpage with information of how Keysight collaborates with suppliers.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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.

GRI Topic		GRI Standards Data Index Response & References
	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Keysight CSR Management System
		• Purchase Order Terms and Conditions
		• Supplier Code of Conduct
		• Supplier Expectation
		• Supplier Resources Web Site
GRI 204-1. Proportion of Spending on Local Suppliers		
	Definition used for 'significant locations of operation'	Keysight's operation team is located globally.
	The organization's geographical definition of 'local'.	Keysight has an established procurement policy and management approach to purchase industry standard materials and services at competitive prices from qualified suppliers which are located around the world. The wide range of suppliers enables Keysight to fulfill customer needs in a timely manner, hence the company does not have preference for local suppliers.
	Additional Comments:	In the United States, Keysight has a proactive Small Business/Supplier Diversity Program which focuses on the procurement of materials, components, equipment, supplies, and services from Small Diverse Businesses. We use a specific methodology when sourcing suppliers that includes the evaluation and inclusion of small, diversified suppliers within our supply chain.
GRI 205: Anti-Corruption		
GRI 205-MT. Management Approach: Anti-Corruption		
	Describe the actual and potential, negative and positive impacts of the management of the material topic 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's 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 Business Practices" material aspect. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. In addition, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting our 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 anticorruption compliance has three main aspects: policies, training, and assessments. Keysight's Standards of Business Conduct (SBC) addresses bribery and corruption, and the company maintains a standalone anticorruption policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with anticorruption laws. Both its annual SBC and sales compliance courses have touched upon or focused on anticorruption in the past. Keysight also conducts regular risk assessments aimed at determining the company's corruption and bribery risk. These include due diligence reviews of Keysight resellers, online surveys of employees on spending and sales practices, and top-down risk assessments of business units with Keysight executives. In addition to 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 anticorruption compliance has put the company in a strong position to do business globally while minimizing the risk that bribery and corruption present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 our commitment to transparency, sustainability, and legal compliance.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System
	• Keysight Global Anti-Corruption Policy Summary
	• Keysight Standards of Business Conduct

GRI 205-1. Operations Assessed for Risks Related to Corruption	**FY2022**	**FY2021**	**FY2020**
Percentage of operations assessed for risks related to corruption	100%	100%	100%

GRI 205-2. Communication and Training about Anti-Corruption Policies and Procedures	FY2022	FY2021	FY2020
Total number that the organization's anti-corruption policies and procedures have been communicated to - Governance body members	11	10	9
Percentage that the organization's anti-corruption policies and procedures have been communicated to - Governance body members	100%	100%	100%
Total number that the organization's anti-corruption policies and procedures have been communicated to - Employees	15,000	14,300	14,155
Percentage that the organization's anti-corruption policies and procedures have been communicated to - Employees	100%	100%	100%
Total number that the organization's anti-corruption policies and procedures have been communicated to - Business Partners	1,551	575	1,017
Do you have an anti-corruption training?	Yes	Yes	Yes
How often is such training provided?	Upon onboarding	Upon onboarding	
Number currently received the training - Governance bodies	0	0	0
Percentage received the training - Governance bodies	0%	0%	0%
Number currently received the training - Employees	15,000	6,306	950
Percentage received the training - Employees	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.	Yes, short-term sales intermediaries and suppliers	Yes, short-term sales intermediaries and suppliers
What is the content of the training?	Keysight's Standards of Business Conduct (SBC), the company's governing policy for ethics and integrity, addresses bribery and corruption. All new employees complete SBC training as part of onboarding, and that version of the training is also available to other employees on demand.	Keysight's Standards of Business Conduct (SBC), the company's governing policy for ethics and integrity, addresses bribery and corruption. All new employees complete SBC training as part of onboarding, and that version of the training is also available to other employees on demand.	

GRI 205-3. Confirmed Incidents of Corruption and Actions Taken

Reason for omission	Confidentiality constraints	
Required explanation	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	
GRI 206-MT. Management Approach: Anti-Competitive Behavior	
Describe the actual and potential, negative and positive impacts of the management of the material topic 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the organization's 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 Business Practices" material aspect. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. In addition, Keysight's Ethics Management Systems governs the company's ethics and compliance program while supporting our 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.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 our commitment to transparency, sustainability, and legal compliance.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System

GRI 206-1. Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	FY2022	FY2021	FY2020
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	1	1	1
Additional Comments:	Keysight is cooperating with Brazil's Administrative Council for Economic Defense (CADE) in that agency's investigation of potential anticompetitive conduct in the test and measurement industry in Brazil. Keysight is committed to conducting business according to the law and does not anticipate any fines resulting from CADE's investigation.	Keysight is cooperating with Brazil's Administrative Council for Economic Defense (CADE) in that agency's investigation of potential anticompetitive conduct in the test and measurement industry in Brazil. Keysight is committed to conducting business according to the law and does not anticipate any fines resulting from CADE's investigation.	

GRI 207: Tax	
GRI 207-MT. Management Approach: Tax	

	Describe the actual and potential, negative and positive impacts of the management of the material topic on the economy, environment, and people, including impacts on their human rights	Keysight does not measure tax 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's 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 "Ethical Business Practices" and "Business Resilience" material aspects. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System.
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Keysight CSR Management System

GRI Topic	GRI Standards Data Index Response & References
GRI 207-1. Approach to Tax	
Approach to tax	Keysight maintains internal policies and procedures supporting its tax control framework. The company takes a responsible approach to tax planning, conducting tax planning in accordance with the commercial needs of the business as well as applicable tax rules and regulations. Keysight's tax function partners with the business in decision making and provides appropriate input into business proposals to ensure a clear understanding of tax consequences. Keysight employs diligent professional care and judgement and implements governance policies and processes to proactively identify, evaluate, monitor and manage tax risks. Keysight will seek external advice in respect of any risks if necessary. Keysight is committed to the principles of openness and transparency in its dealings with local tax jurisdictions. Keysight engages in open and early dialogue with local tax jurisdictions and responds to queries, information and clearance requests in a timely fashion.
References:	• All Keysight Annual Reports and Proxy Statements
GRI 207-2. Tax Governance, Control, and Risk Management	
Governance body or executive-level position accountable for compliance with the tax strategy	Keysight's Chief Financial Officer is responsible for Keysight's overall tax risks, while the active management of tax risks is overseen by Keysight's Vice President of Taxation.
Assurance process for disclosures on tax	• All Keysight Annual Reports and Proxy Statements
Additional Comments:	Keysight maintains internal policies and procedures supporting its tax control framework. The company takes a responsible approach to tax planning, conducting tax planning in accordance with the commercial needs of the business as well as applicable tax rules and regulations. Keysight's tax function partners with the business in decision making and provides appropriate input into business proposals to ensure a clear understanding of tax consequences. Keysight employs diligent professional care and judgement and implements governance policies and processes to proactively identify, evaluate, monitor, and manage tax risks. Keysight will seek external advice in respect of any risks if necessary. Keysight is committed to the principles of openness and transparency in its dealings with local tax jurisdictions. Keysight engages in open and early dialogue with local tax jurisdictions and responds to queries, information, and clearance requests in a timely fashion.
References:	• All Keysight Annual Reports and Proxy Statements
GRI 207-3. Stakeholder Engagement and Management of Concerns Related	
Stakeholder engagement and management of concerns related to tax	Keysight maintains internal policies and procedures supporting its tax control framework. The company takes a responsible approach to tax planning, conducting tax planning in accordance with the commercial needs of the business as well as applicable tax rules and regulations. Keysight's tax function partners with the business in decision making and provides appropriate input into business proposals to ensure a clear understanding of tax consequences. Keysight employs diligent professional care and judgement and implements governance policies and processes to proactively identify, evaluate, monitor, and manage tax risks. Keysight will seek external advice in respect of any risks if necessary. Keysight is committed to the principles of openness and transparency in its dealings with local tax jurisdictions. Keysight engages in open and early dialogue with local tax jurisdictions and responds to queries, information, and clearance requests in a timely fashion.
References:	• All Keysight Annual Reports and Proxy Statements
GRI 207-4. Country-by-Country Reporting	
Reason for omission	Confidentiality constraints
Required explanation	Keysight reports financial, economic, and tax-related information at the enterprise level in the annual report and 10-K. Keysight does not publicly report financial information for local tax jurisdictions.
References:	• All Keysight Annual Reports and Proxy Statements

GRI Topic	GRI Standards Data Index Response & References

GRI 301: Materials

GRI 301-MT. Management Approach: Materials

Describe the actual and potential, negative and positive impacts of materials sourcing 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the organization's policies or commitments regarding materials sourcing	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience" and "Circular Economy" material aspects.
	Keysight promotes Quality of materials within the organization through: supplier audits; shipment and delivery metrics; inhouse testing; and environmental requirements through our General Specification for the Environment (GSE). We extend these practices through our supply chain and expect suppliers to comply to Keysight's quality requirements and conditions which include the Supplier Code of Conduct.
	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes, and procedures are managed and communicated by respective owning functions identified in the CSR Management System. Keysight's Quality requirements are outlined in our Purchase Order Terms and Conditions, and we communicate these requirements to all suppliers. We have also established a supplier resources webpage with details of Keysight's quality requirements.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; ii. iii. actions to manage actual and potential positive 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. Keysight evaluates key supplier performance annually based on technology, quality, responsiveness, delivery, cost, and environmental factors. Assessments are done by various Keysight related function teams who work with the suppliers. The assessments were completed through a questionnaire that rated the supplier against each performance expectation. Assessment results are compiled into an individual supplier assessment report. Supplier Review Meetings are scheduled with key suppliers to review their performance and future plans.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• CSR - Responsible Sourcing
	• Keysight CSR Management System
	• Keysight Technologies General Specification for the Environment
	• Supplier Resources Web Site

GRI Topic	GRI Standards Data Index Response & References

GRI 301-1. Materials Used by Weight or Volume

	Reason for omission	Information unavailable/incomplete
	Required explanation	Keysight produces over 30,000 product and option combinations of highly complex test and measurement products. It is not possible to provide this information with a portfolio of this scale.

GRI 301-2. Recycled Input Materials Used

	Reason for omission	Information unavailable/incomplete
	Required explanation	Keysight produces over 30,000 product and option combinations of highly complex test and measurement products. It is not possible to provide this information with a portfolio of this scale
	References:	• Keysight Product Take Back Program (WEEE)

GRI 301-3. Reclaimed Products and Their Packaging Materials

	Reclaimed products and their packaging materials	While Keysight operates a take back program, virtually all customers manage end of life equipment through their B2B waste processes.
	Describe the steps being taken and the expected time frame to obtain the information.	Keysight completed the revision our external Quality and Security website information in 2022, with new Product Take-Back content and linkages to both our Technology Refresh and Take-Back Services.
	Additional Comments:	Keysight meets the requirements of governmentally mandated take-back programs. Keysight Remarketing Solutions is dedicated to recovering older instruments for the purpose of resale. In fiscal year 2022 a total of 3,023 refurbished products were sold. For a certain segment of our customers (start-ups, academics, etc.), these pre-owned instruments offer a competitively priced alternative to buying a new instrument. As a company, we are using fewer environmental resources to manufacture new products to meet this customer demand. For more detail, see Keysight Used Equipment Standards. Keysight offers a variety of trade-in programs specifically designed to help customers safely dispose of or recycle used instrumentation. The program is currently deployed in several countries, with expansion of these programs being considered.
	References:	• Keysight Equipment Standards
		• Keysight Product Take Back Program (WEEE)
		• Keysight Technologies Circular Economy Contributions
		• Keysight Trade In

GRI 302: Energy

GRI 302-MT. Management Approach: Energy

	Describe the actual and potential, negative and positive impacts of energy 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's policies or commitments regarding energy	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience", "Circular Economy", and "Net Zero Emissions" material aspects. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System. The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include: ISO 14001:2015; Environmental, Health & Safety (EHS); and General Specification for the Environment (GSE).
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 prgress. 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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Keysight CSR Management System
		• Keysight Technologies Environmental, Health, and Safety Policy
		• Keysight Technologies Circular Economy Contributions
		• Keysight's Response to Climate Change

GRI Topic	GRI Standards Data Index Response & References		
GRI 302-1. Energy Consumption Within the Organization	**FY2022**	**FY2021**	**FY2020**
Biomass	0 GJ	0 GJ	0 GJ
Geothermal	0 GJ	0 GJ	0 GJ
Hydro	0 GJ	0 GJ	0 GJ
Wind	0 GJ	0 GJ	0 GJ
Solar	16,427 GJ	0 GJ	0 GJ
Other	0 GJ	0 GJ	0 GJ
Total consumption from renewable fuel sources:	16,427 GJ	0 GJ	0 GJ
Natural Gas	163,740 GJ	179,435 GJ	176,550 GJ
Natural gas (Fuel Cell Energy System)	0 GJ	0 GJ	0 GJ
Vehicle Fuel	54,660 GJ	63,382 GJ	68,020 GJ
Propane	803 GJ	675 GJ	857 GJ
Diesel Fuel	2,487 GJ	1,019 GJ	915 GJ
Total consumption from non-renewable fuel sources:	221,690 GJ	244,511 GJ	246,342 GJ
Electricity Consumed	621,259 GJ	618,995 GJ	601,020 GJ
Cooling Consumed	0 GJ	0 GJ	0 GJ
Heating Consumed	0 GJ	0 GJ	0 GJ
Steam Consumed	0 GJ	0 GJ	0 GJ
Total electricity, heating, cooling, and steam consumed:	621,259 GJ	618,995 GJ	601,020 GJ
Total energy consumed (GJ)	842,949 GJ	863,506 GJ	847,362 GJ
Standards, methodologies, assumptions, and/or calculation tools used	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	Keysight Santa Rosa site utilizes on-site solar generation, and on-site fuel cell energy system for electricity generation. Remainder of power needs is provided through local utility. In fiscal year 2019, for a short duration, Keysight Santa Rosa operated on-site generators to provide supplemental power during the utility providers (PG&E) Public Safety Power Shutoff (PSPS). Diesel fuel was used for the on-site generators. The utility provider enacted PSPS to minimize threat of wildfires in the region.
Source of the conversion factors used	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25];	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25];	IPCC AR4 - Intergovernmental Panel on Climate Change. CH4 = 25 N2O = 298

		FY2022	FY2021	FY2020
	Additional Comments:	Fuel Cell Technology - Based on the GHG Protocol Scope 2 Guidance, we are reporting the electricity produced by the fuel cell systems installed on-site that are owned and operated by a third party, as Scope 2 and reporting in "Electricity Consumed". 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 our 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, twelve (12) relevant categories of Keysight's Scope 3 GHG emissions for fiscal year 2022. Please refer to the attached relevant Verification Opinion Declaration.	In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall greenhouse gas (GHG) footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration. Fuel Cell Technology - Based on the GHG Protocol Scope 2 Guidance, we are reporting the electricity produced by the fuel cell system installed on-site that is owned and operated by a third party, as Scope 2. Fiscal year 2021 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Fiscal year 2020 Boeblingen, Germany data has been adjusted now that actual data is available. Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.	73,123.869 MWh natural gas used for fuel cell technology. This energy platform generates electricity without combustion—emitting virtually no criteria air pollutants, including NOx/SOx or particulates. Fiscal year 2020 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for fiscal year 2019 has been adjusted now that actual data from the Boeblingen, Germany site is available.
	References:	• FY 2022 Scopes 1, 2, 3 GHG Verification Statement • Keysight Commits to Science Based Targets Initiative • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Environmental, Health & Safety Commitment • Keysight's Response to Climate Change	• FY 2019-2021 GHG Verification Statement • Keysight Commits to Science Based Targets Initiative • Keysight Technologies Commits to Net Zero Emissions by End of 2040 • Keysight Technologies Net Zero Emissions in Company Operations • Keysight to Install Rooftop Solar Array in Penang, Malaysia • Keysight's Environmental, Health & Safety Commitment • Keysight's Response to Climate Change	• Keysight Equipment Standards • Keysight Product Take Back Program (WEEE) • Keysight Technologies Circular Economy Contributions • Keysight Trade In • Keysight's Environmental, Health & Safety Commitment

GRI 302-2. Energy Consumption Outside of the Organization

	Reason for omission	Information unavailable/incomplete
	Required explanation	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 • Downstream leased assets As part of Keysight's commitment to the Science-Based Targets initiative (SBTi), the company reviewed and recalculated all its relevant Scope 3 emissions. Through these recalculation efforts, Keysight has increased the number of relevant categories of Scope 3 emissions from five to twelve categories. Additionally, Keysight aligned its calculation methodologies with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting. These changes in calculations are reflected in the company's fiscal year 2022 Scope 3 reporting.

GRI Topic	GRI Standards Data Index Response & References		
GRI 302-3. Energy Intensity	**FY2022**	**FY2021**	**FY2020**
Energy intensity	0.04	0.04	0.04
Numerator	234,152 MWh	239,863 MWh	235,378 MWh
Denominator	5,822,014 ft²	5,892,608 ft²	6,011,619 ft²
Types of energy included in the intensity ratio	Fuel, Electricity, Heating, Cooling	Fuel, Electricity, Heating, Cooling	Fuel, Electricity, Heating, Cooling
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).	Energy intensity is calculated using energy consumed (MWh) and area of facilities within operational control (sqft).	Energy intensity is calculated using energy consumed (MWh) and area of facilities within operational control (sqft).
Additional Comments:	Square footage based on all sites within Keysight's operational control boundary, by year. Usage includes energy (MWh) from natural gas, stationary fuel (diesel and propane), vehicle fuel, and electricity, including renewable sources (solar). 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, twelve (12) relevant categories of Keysight's Scope 3 GHG emissions for fiscal year 2022. Please refer to the attached relevant Verification Opinion Declaration.	Square footage based on all sites within Keysight's operational control boundary, by year. Usage includes energy (MWh) from natural gas, stationary fuel (diesel and propane), vehicle fuel, and electricity, including renewable sources (solar). Fiscal year 2021 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Fiscal year 2020 Boeblingen, Germany data has been adjusted now that actual data is available. Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.	Square footage based on our 9 sites with energy data.Beijing (China), Chengdu (China), Boeblingen (Germany), Colorado Springs, CO (US) Santa Rosa, CA (US), Loveland, CO (US), Roseville, CA (US),Penang (Malaysia), and Hachioji (Japan). Usage includes consumption from renewal resources like solar. Fiscal year 2020 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for fiscal year 2019 has been adjusted now that actual data from the Boeblingen, Germany site is available.
References:	• FY 2022 Scopes 1, 2, 3 GHG Verification Statement • Keysight's Response to Climate Change	• FY 2019-2021 GHG Verification Statement • Keysight's Response to Climate Change	

GRI 302-4. Reduction of Energy Consumption	FY2022	FY2021	FY2020
Conservation effort or initiative	In fiscal year 2022, Keysight implemented several projects to progress the company towards achieving its net zero goals. Specific actions taken to reduce energy usage include optimizing ventilation and hot water systems and installing solar window films at Keysight's headquarters facilities. In addition, Keysight replaced numerous lighting systems with efficient LEDs and implemented energy saving initiatives during the annual holiday shutdowns.		
Amount of energy reduction from initiative	3,032.00 MWh	1,112.00 MWh	1,059.00 MWh
Types of energy included in the reductions	Electricity	Electricity	Electricity
Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it	Reductions of energy consumption are calculated based on estimated savings per project or initiative. Fiscal year 2019 has been set as the baseline for Keysight's target for net zero emissions in company operations and interim goals.	Reductions of energy consumption are calculated based on estimated savings per project or initiative. Fiscal year 2019 has been set as the baseline for Keysight's target for net zero emissions in company operations and interim goals.	Energy savings are calculated based on savings per replaced unit.
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.	In fiscal year 2018, energy audits were completed to identify opportunities in energy efficiency and conservation, including energy reduction estimations. Projects stemming from these audits were implemented in fiscal year 2019, fiscal year 2020 and fiscal year 2021.	In fiscal year 2018, energy audits were completed to identify opportunities in energy efficiency and conservation. Projects stemming from these audits were implemented in fiscal years 2019 and 2020.
Description of efforts to reduce energy consumption and/or improve energy efficiency throughout the manufacturing and production processes	In fiscal year 2022, Keysight implemented several projects to progress the company towards achieving its net zero goals. Specific actions taken to reduce energy usage include optimizing ventilation and hot water systems and installing solar window films at Keysight's headquarters facilities. In addition, Keysight replaced numerous lighting systems with efficient LEDs and implemented energy saving initiatives during the annual holiday shutdowns.		
Additional Comments:	Energy conservation initiatives were implemented worldwide across Keysight. These initiatives include capital and operational improvements that include optimizing equipment operations and energy efficiency in processes.	Energy conservation initiatives were implemented worldwide across Keysight. These initiatives include capital and operational improvements that include optimizing equipment operations and energy efficiency in processes.	Energy conservation initiatives were implemented worldwide across Keysight. These initiatives include capital and operational improvements that include optimizing equipment operations and energy efficiency in processes.
References:	• Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	• Keysight Technologies Commits to Net Zero Emissions by End of 2040 • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	

GRI 302-5. Reductions in Energy Requirements of Products and Services			
Reason for omission	Information unavailable/incomplete		
Required explanation	Keysight has not set an objective for energy reduction for new product introductions in 2022. Industry and regulatory requirements on the external power supplies continue to drive power supply efficiency and improvements.		

GRI 303: Water and Effluents

GRI 303-MT. Management Approach: Water and Effluents

	Describe the actual and potential, negative and positive impacts of water 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's policies or commitments regarding water	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience" and "Circular Economy" material aspects. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System. The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include: ISO 14001:2015; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• CDP Water Security 2022 • Keysight CSR Management System • Keysight Technologies Environmental, Health, and Safety Policy

GRI Topic	GRI Standards Data Index Response & References

GRI 303-1. Interactions with Water as a Shared Resource

Interactions with water as a shared resource	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, we recognize that water is an important resource upstream for many of our 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, Keyisght 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 our business and local communities.	
Approach used to identify water-related impacts	Risks of drought and changing water quality exist, and we complete a thorough review of our sites in water stressed areas to identify water preservation opportunities. We take the necessary steps to reduce our 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. We input the location of all sites in our operational control for water-related activities to determine the water stress level. We consider sites to be in areas with water stress if their level is "high" or "extremely high". By using the WRI aqueduct tool, Keysight is able to 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, who are responsible for management of operational infrastructure and the global real estate.	
Description of how water-related impacts are addressed	Keysight continues to prioritize water conservation in our operations. Our 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, we have an internal goal to evaluate alternatives to freshwater withdrawal. Keysight has a goal to promote our 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. Additionally, Keysight conducts internal audits to evaluate climate related risk, including water, on a biannual cycle. With the results from the analysis, we identify 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.	
Process for setting any water-related goals and targets	Keysight reports annually on our water consumption and conservation activities. We regularly assess for water-related risks that could impact our business, using the World Resources Institute (WRI) Aqueduct Water Risk Atlas to review water stress in areas where we operate. This method of assessment was part of our ISO14001:2015 certified company-wide Environmental Management System (EMS), which is essential and instrumental in driving continuous reduction of adverse environmental impacts from our operations and products.	
References:	• 2022 CSR Report ("The Environment" section)	
	• CDP Water Security 2022	
	• Keysight's Water Use and Stewardship	

GRI 303-2. Management of Water Discharge-Related Impacts			
Description of 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 two manufacturing sites: Santa Rosa, CA; Santa Clara, CA; and Colorado Springs, CO. An example of the treatment is a pH adjustment to within 5.5 - 12.5 before discharging to the municipality. Treated water is reused, where viable, for landscape irrigation and in certain process systems, such as wet scrubbers. The company's Santa Rosa Headquarters and the Colorado Springs site have won multiple awards for water efficiency programs, exemplified by approximately 26% of the water withdrawals at the Santa Rosa site being treated and reclaimed in fiscal year 2022. Colorado Springs treated the water according to the pH limit regulated by the City of Colorado Springs Utility. Santa Rosa treated the water according to the regulated permit by the City of Santa Rosa Utility.		
References:	• CDP Water Security 2022 • Keysight's Water Use and Stewardship		

GRI 303-3. Water Withdrawal	**FY2022**	**FY2021**	**FY2020**
Total water withdrawal by source (Megaliters)	9.84 Ml (Groundwater), 701.03 (Third party water)	11.38 Ml (Groundwater), 743.10 Ml (Third party water)	13.55 Ml (Groundwater), 807.04 Ml (Third party water)
Total water withdrawal (Megaliters)	710.87 Ml	754.48 Ml	820.59 Ml
Source	Third-party water	Third-party water	Third-party water
Withdrawal from Water Stressed Areas (megaliters)	134.90 Ml	120.79 Ml	110.68 Ml
Total water withdrawal from areas with water stress	134.90 Ml	120.79 Ml	110.68 Ml
Groundwater breakdown by source (megaliters)	9.84 Ml (Freshwater (total))	11.38 Ml (Freshwater (total))	13.55 Ml (Freshwater (total))
Third-party water breakdown (megaliters)	701.03 Ml (Other water (total))		
Contextual information	Third-party water breakdown is not provided by municipal water suppliers. Data from water bills provided by Municipal water suppliers. Keysight uses the World Resources Institute (WRI) Aqueduct Water Risk Atlas to determine water stress. We input the location of all sites in our operational control for water-related activities to determine the water stress level. We consider sites to be in areas with water stress if their level is "high" or "extremely high". By using the WRI aqueduct tool, Keysight is able to 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, who are responsible for management of operational infrastructure and the global real estate.	Third-party water breakdown is not provided by municipal water suppliers.	

		FY2022	FY2021	FY2020
	Additional 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, we recognize that water is an important resource upstream for many of our 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, Keyisght 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 our business and local communities. Risks of drought and changing water quality exist, and Keysight completes a thorough review of our sites in water stressed areas to identify water preservation opportunities. We take the necessary steps to reduce our 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 our 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 2022. Please refer to the attached relevant Verification Opinion Declaration.	In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption. As such, data from fiscal year 2019 to date have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration. Data for water stressed categories indicated above are sites that are in extremely high or high water stressed areas that account for approximately 16% of our total water withdrawal in fiscal year 2021. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool. Data for water stressed categories indicated above are sites that are in high or extremely high baseline water stressed areas and account for approximately The primary water source for most sites is from municipal water suppliers. Keysight is a software and solutions based company to which our primary direct use of water is for processes such as wafer fab and micro part processing. Indirect use of water is primarily for consumption (e.g. drinking water) and chiller systems. Our Headquarters site (Santa Rosa, CA) and Colorado Springs, CO site have won multiple awards for their water efficiency programs. Water is reused in facility related operations and landscaping. Fiscal year 2021 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Fiscal year 2020 Boeblingen, Germany data has been adjusted now that actual data is available.	
	References:	• 2022 CSR Report ("The Environment" section) • CDP Water Security 2022 • Keysight's Water Use and Stewardship • FY 2022 Water Independent Limited Assurance Statement	• 2021 CSR Report • Keysight's Water Use and Stewardship	

GRI 303-4. Water Discharge	FY2022	FY2021	FY2020
Type of water discharged	Groundwater, Third-party water	Groundwater, Third-party water	Groundwater, Third-party water
Water discharged	9.84 Ml (Groundwater), 533.06 Ml (Third-party water)	11.38 Ml (Groundwater), 593.55 Ml (Third-party water)	13.55 Ml (Groundwater), 604.39 Ml (Third-party water)
Total water discharged	542.90 Ml	604.92 Ml	617.94 Ml
Total water discharge to all areas by tertiary level of treatment	60.94 Ml	64.24 Ml	32.70 Ml
The number of occasions on which discharge limits were exceeded	2	0	0
Priority substances of concern	No substances of concern from Colorado Springs, CO. Colorado Springs treated the water according to the pH limit regulated by the Colorado Springs Utility. No substances of concern from Santa Rosa, CA. Santa Rosa treated the water according to the regulated permit by the Santa Rosa Utility. All water is discharged directly to the municipality.	No substances of concern from Colorado Springs, CO. Colorado Springs treated the water according to the pH limit regulated by the Colorado Springs Utility. No substances of concern from Santa Rosa, CA. Santa Rosa treated the water according to the regulated permit by the Santa Rosa Utility. No substances of concern for other sites. All water is discharged directly to the municipality.	No substances of concern from Colorado Springs. Colorado Springs treated the water according to the pH limit regulated by the Colorado Springs Utility. No substances of concern from Santa Rosa. Santa Rosa treated the water according to the regulated permit by the Santa Rosa Utility. No substances of concern for other sites. All water is discharged directly to the municipality.
Contextual information	The Santa Clara, CA site had two instances in fiscal year 2022 of occasions on which discharge limits were exceeded.		
How the treatment levels were determined	Colorado Springs treated the water according to the pH limit regulated by the City of Colorado Springs Utility. Santa Rosa treated the water according to the regulated permit by the City of Santa Rosa Utility.	Colorado Springs treated the water according to the pH limit regulated by the City of Colorado Springs Utility. Santa Rosa treated the water according to the regulated permit by the City of Santa Rosa Utility.	Colorado Springs treated the water according to the PH limit regulated by the Colorado Springs Utility. Santa Rosa treated the water according to the regulated permit by the Santa Rosa Utility.

		FY2022	FY2021	FY2020
	Additional 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 two manufacturing sites: Santa Rosa, CA; Santa Clara, CA; and Colorado Springs, CO. An example of the treatment is a pH adjustment to within 5.5 - 12.5 before discharging to the municipality. Treated water is reused, where viable, for landscape irrigation and in certain process systems, such as wet scrubbers. Our Santa Rosa Headquarters and the Colorado Springs site have won multiple awards for water efficiency programs, exemplified by approximately 26% of the water withdrawals at the Santa Rosa site being treated and reclaimed in fiscal year 2022. Due to some data unavailability and delays, a small percentage of provided water data are estimated using an accrual method. Keysight will update our 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 2022. Please refer to the attached relevant Verification Opinion Declaration.	In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption. As such, data from fiscal year 2019 to data have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration. Fiscal year 2021 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Fiscal year 2020 Boeblingen, Germany data has been adjusted now that actual data is available. Fiscal year 2021 "Water discharged by Third-party water" and "Total water discharged" has been updated to reflect the restatements of information provided in GRI 2-4.	This data is only applicable for sites that are permitted to treat water on site prior to discharge. No other site produces waste water in sufficient quantity to warrant a permitted on site waste water treatment facility. COLORADO SPRINGS Volume of water treated in fiscal year 2020 is 123,919 gallons (469.08m3), volume used in fiscal year 2020 of pH adjusted wastewater that was discharged to the municipality, Colorado Springs Wastewater Treatment Plant. Treatment method: Water is pH adjusted to 5.5 to 12.5 pH before discharge to the municipality Colorado Springs Wastewater Treatment Plant. SANTA ROSA VOL used in fiscal year 2020: (72,840,380 gal) 275,730.83 m3 total water used of which: a) (26,299,564 gal) 99,554.68 m3 water treated in the 8 fixed treatment units. b) (7,658,280 gal) 28,989.74 m3 treated water discharged c) (20,524,464 gal) 77,693.55 m3 of treated water used for irrigation and scrubbers. Treatment method - Santa Rosa Wastewater treatment plant composed of eight fixed treatment units: a) Metal Bearing Aqueous waste b) Cyanide Rinsewater and Floor Spill c) Etcher Rinsewater d) Neutralization e) Container Rinsing f) Plating Rinsewater Neutralization g) Chrome Reduction h) Coolant Chip Spinning Fiscal year 2020 "Water discharged by Third-party water" and "Total water discharged" has been updated to reflect the restatements of information provided in GRI 2-4.
	References:	• CDP Water Security 2022 • FY 2022 Water Independent Limited Assurance Statement • Keysight CSR Web Site • Keysight's Water Use and Stewardship	• Keysight CSR Web Site • Keysight's Water Use and Stewardship	• Keysight CSR Web Site

GRI Topic	GRI Standards Data Index Response & References		
GRI 303-5. Water Consumption	**FY2022**	**FY2021**	**FY2020**
Total water consumption:	167.97 Ml	149.55 Ml	202.64 Ml
Consumption from all areas with water stress:	58.65 Ml	45.09 Ml	63.90 Ml
Contextual Information	Data from water bills provided by Municipal water suppliers. Keysight uses the World Resources Institute (WRI) Aqueduct Water Risk Atlas to determine water stress. We input the location of all sites in our operational control for water-related activities to determine the water stress level. We consider sites to be in areas with water stress if their level is "high" or "extremely high". By using the WRI aqueduct tool, Keysight is able to 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, who are responsible for management of operational infrastructure and the global real estate. Total Consumption = Total Withdrawal - Total Discharge	Data from water bills provided by Municipal water suppliers. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool. Data for water stressed categories indicated above are sites that are in high or extremely high baseline water stressed areas. Total Consumption = Total Withdrawal - Total Discharge	Data from water bills provided by Municipal water suppliers. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool. In iscal year 2020, we assumed our water withdrawals are about the same as our water consumption.

GRI Topic	GRI Standards Data Index Response & References		
Additional 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, we recognize that water is an important resource upstream for many of our 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, Keyisght 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 our business and local communities.

Risks of drought and changing water quality exist, and Keysight completes a thorough review of our sites in water stressed areas to identify water preservation opportunities. We take the necessary steps to reduce our 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 our 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 2022. Please refer to the attached relevant Verification Opinion Declaration. | In 2021, Keysight increased our data coverage of water-related activities from our largest nine sites that we previously reported on, to over 20 sites where water consumption data is available. This gives us a better understanding of site-level interdependencies and impacts on our overall water consumption. As such, data from fiscal year 2019 to data have now been recalculated to ensure that the performance across the now more than 20 sites is taken into consideration.

Data for water stressed categories indicated above are sites that are in extremely high or high water stressed areas that account for approximately 16% of our total water withdrawal in fiscal year21. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool.

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

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

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

Fiscal year 2021 "Total water consumption" and "Consumption from all areas with water stress" has been updated to reflect the restatements of information provided in GRI 2-4. | Keysight had a goal to achieve a 15% water conservation by end of fiscal year 2020, using our fiscal year 2015 as a baseline. By the end of fiscal year 2020, Keysight accomplished 18.9% in water conservation.

Keysight is a software and solutions based company to which our primary direct use of water is for processes such as wafer fab and micro part processing. Indirect use of water is primarily for consumption (e.g drinking water) and chiller systems.

Data for water stressed categories indicated above are sites that are in extremely high or high water stressed areas that account for approximately16% of our total water usage. Water stress was assessed using WRI's (World Resources Institute) Aqueduct tool.

The primary water source for most sites is from municipal water suppliers. Of our >130 sites globally, there are a total of three sites that monitor additional sources of water withdrawal. For example, these additional sources include water from supplier, water from treatment plant, and well water.

DATA UPDATED SEPTEMBER 14, 2020: Water consumption equals Third-party + Groundwater consumption. Ground water data was in advertently omitted for this data request in the 2019 CSR Annual Report published May 15, 2020. As a result, data for ground water was added to this disclosure for 2018 and 2019 on September 14, 2020 which resulted in an update to the total water consumption line items for 2018 and 2019.

Fiscal yearo 2020 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for fiscal year 2019 has been adjusted now that actual data from the Boeblingen, Germany site is available.

Fiscal year 2020 "Total water consumption" and "Consumption from all areas with water stress" has been updated to reflect the restatements of information provided in GRI 2-4. |
References:	• 2022 CSR Report ("The Environment" section)	• 2021 CSR Report	• 2020 CSR Report
	• FY 2022 Water Independent Limited Assurance Statement	• Keysight's Water Use and Stewardship	
	• Keysight's Water Use and Stewardship		

GRI Topic	GRI Standards Data Index Response & References

GRI 304: Biodiversity

GRI 304-MT. Biodiversity

	Describe the actual and potential, negative and positive impacts of the management of the material topic on the economy, environment, and people, including impacts on their human rights	Keysight does not measure biodiversity 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's policies or commitments regarding biodiversity	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience," "Circular Economy," "Materials Sourcing," and "Net Zero Emissions" material aspects The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System. The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include: ISO 14001:2015, Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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. Keysight's efforts to reduce impact on biodiversity are an integral part of the company's CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal Key Performance Indicator (KPI) to ensure the company meets its objectives and targets.
	Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Ecosystem Management at Keysight Technologies
		• Keysight CSR Management System
		• Keysight Technologies Circular Economy Contributions
		• Keysight Technologies Environmental, Health, and Safety Policy
		• Keysight's Response to Climate Change

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

	Reason for omission	Not applicable
	Required explanation	To the company's knowledge, Keysight operational sites are not located in any protected areas of high biodiversity value.
	References:	• Ecosystem Management at Keysight Technologies

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

	Significant impacts of activities, products, and services on biodiversity with reference to affected habitats	To the company's knowledge, Keysight's locations are not in protected areas or areas of high biodiversity. Nevertheless, Keysight operates in a manner that is committed to continuous improvement in environmental sustainability through recycling, conservation of resources, emissions reduction, prevention of pollution, product development, and promotion of environmental responsibility amongst its employees. Examples of how Keysight collaborates with its natural environment include: • Supporting the company's aim to build a better planet, Keysight is committed to achieving net zero emissions across company operations and is developing a long-term emissions reduction roadmap to build resiliency and reduce greenhouse gas emissions. • Keysight has received awards for its environmental impact initiatives. In Malaysia, Keysight achieved Platinum Status on its July 2019 RBA Validated Assessment Program. Keysight's Atlanta, Georgia site received a Gold Level Leadership in Energy and Environmental Design (LEED) certification in February 2020. • Sustainable Campuses & Workspaces - site specific actions across 100+ worldwide campuses provide opportunities for environmental sustainability. Examples of Sustainable Campuses & Workspaces: • More than 50 electric vehicle (EV) charging stations are available for employee use at Keysight's Santa Rosa, CA headquarters office. • Keysight replaced non-native grasses onsite in Colorado Springs, CO with native grass that requires less water and energy to maintain. • Led by an initiative at Keysight's Penang, Malaysia site, Keysight facilities globally are now completely strawless to reduce the company's consumption of single-use plastics. • Many sites employ sustainable landscaping projects, recycling bins, composting and energy efficient building systems to minimize the impact of business operations on the local environment. • Sensor-based systems that react to environmental conditions dim lights and help conserve energy when not needed. • Employees are encouraged to grow their own vegetables in gardens on company property. • Continued maintenance and repair of water piping and valves at Keysight's larger facilities, representing greater than 2 million square feet of space, resulted in significant water conservation • Keysight replaced non-biodegradable Styrofoam with recyclable air pillow packaging, resulting is landfill space savings.
	Does your organization assess the impact of its value chain on biodiversity?	Yes, we assess impacts on biodiversity in our upstream value chain only
	Additional Comments:	Keysight engaged a third-party consultant to perform an in-depth Corporate Social Responsibility (CSR) assessment of its suppliers against industrial CSR practices. Impact of engagement, including measures of success. For CSR assessments, Keysight provides a scorecard to each supplier that includes details of relevant strengths and improvement areas. As part of the continued effort to uphold supplier's CSR practices, Keysight monitors the performance of its suppliers' sustainability performance.
	References:	• Ecosystem Management at Keysight Technologies
		• Keysight CSR Web Site
		• Keysight Supports the UN SDGs
		• Keysight Technologies Circular Economy Contributions
		• Keysight's Environmental, Health & Safety Commitment
		• Keysight's Response to Climate Change

GRI Topic	GRI Standards Data Index Response & References	
GRI 304-3. Habitats Protected or Restored		
	Reason for omission	Not applicable
	Required explanation	To the company's knowledge, Keysight manufacturing sites are not located in habitat-protected areas or restored areas.
	References:	• Ecosystem Management at Keysight Technologies
GRI 304-4. IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations		
	Reason for omission	Not applicable
	Required explanation	To the best of the company's knowledge, Keysight operations do not impact the habitats of any IUCN Red List or other nationally protected species.
	References:	• Ecosystem Management at Keysight Technologies

GRI 305: Emissions

GRI 305-MT. Management Approach: Emissions

	Describe the actual and potential, negative and positive impacts of the management of the material topic 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's policies or commitments regarding greenhouse gas emissions	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience" and "Net Zero Emissions" material aspects. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System. The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include: ISO 14001:2015; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• CDP Reporting
		• Keysight Commits to Science Based Targets Initiative
		• Keysight CSR Management System
		• Keysight Technologies General Specification for the Environment
		• Keysight Technologies Net Zero Emissions in Company Operations
		• Keysight's Response to Climate Change

GRI 305-1. Direct (Scope 1) GHG Emissions	FY2022	FY2021	FY2020
Gross direct (Scope 1) GHG emissions	12,403.00 t CO2e	14,757.00 t CO2e	14,258.00 t CO2e
Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all	CO2, CH4, N2O	CO2, CH4, N2O	CO2, CH4, N2O
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25] 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.	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; 2012 Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.; US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values.	IPCC fourth assessment.CH4 = 25N2O = 298
Consolidation approach for emissions; whether equity share, financial control, or operational control	Operational Control	Operational Control	Operational Control
Standards, methodologies, assumptions, and/or calculation tools used	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	Scope 1: U.S. Environmental Protection Agency. 2018. Emission factors for greenhouse gas inventories.

GRI Topic		GRI Standards Data Index Response & References		
		FY2022	**FY2021**	**FY2020**
	Additional 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) To align the company's efforts with best practices, Keysight committed to the Science Based Targets initiative (SBTi) to develop approved science-based targets (SBTs). In addition to the Scope 1 and Scope 2 emissions defined by our net zero goal, Keysight will work with the SBTi to develop approved Scope 3 targets across the most relevant categories. 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, twelve (12) relevant categories of Keysight's Scope 3 GHG emissions for fiscal year 2022. Please refer to the attached relevant Verification Opinion Declaration.	Fiscal year 2021 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Fiscal year 2020 Boeblingen, Germany data has been adjusted now that actual data is available. Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.	Fiscal year 2020 Direct GHG emission include Natural gas (8,318tCO2e) and fleet/mobile combustion (4,893.43tCO2e) Fiscal year 2019 Direct GHG emission include Natural gas (7,617tCO2e), diesel (472.1tCO2e) and fleet/mobile combustion (10,158.63tCO2e) Fiscal year 2020 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for fiscal year 2019 has been adjusted now that actual data from the Boeblingen, Germany site is available.
	References:	• 2022 CSR Report ("The Environment" section) • FY 2022 Scopes 1, 2, 3 GHG Verification Statement • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	• FY 2019-2021 GHG Verification Statement • Keysight Technologies Commits to Net Zero Emissions by End of 2040 • Keysight Technologies Net Zero Emissions in Company Operations	

GRI Topic	GRI Standards Data Index Response & References		
GRI 305-2. Energy indirect (Scope 2) GHG Emissions	**FY2022**	**FY2021**	**FY2020**
Gross location-based indirect (Scope 2) GHG emissions	75,123.00 t CO2e	73,557.00 t CO2e	74,128.00 t CO2e
Gross market-based indirect (Scope 2) GHG emissions	81,391.00 t CO2e	81,902.00 t CO2e	81,033.00 t CO2e
Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all	CO2, CH4, N2O	CO2, CH4, N2O	CO2, CH4, N2O
Base year for the calculation, if applicable, including: the rationale for choosing it, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions	Fiscal year 2019 has been established as our baseline year for Keysight's target for net zero GHG emissions in company operations by end of fiscal year 2040 and interim goals. Keysight's market-based Scope 2 GHG emissions in the base year (fiscal year 2019) were 81,659 tCO2e. Keysight's Scope 1 GHG emissions in the base year (fiscal year 2019) were 14,757 tCO2e	Rationale for choosing base year: Fiscal year 2019 has been established as our baseline year for Keysight's target for net zero GHG emissions in company operations by end of fiscal year 2040 and interim goals. Context of significant changes in emissions that triggered recalculations of the base year emissions: In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration. Reported data prior to fiscal year 2019 has not changed and covers the operational boundaries set at that time.	Rational for choosing base year: Fiscal year 2019 has been established as our baseline year. Keysight has a goal to achieve a 2% GHG reduction year over year.
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement) Determination for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement) Determination 2008 for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies;	IPCC fourth assessment (CH4 = 25, N2O = 298)
Consolidation approach for emissions; whether equity share, financial control, or operational control	Operational Control	Operational Control	Operational Control

		FY2022	FY2021	FY2020
	Standards, methodologies, assumptions, and/or calculation tools used	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) The Greenhouse Gas Protocol: Scope 2 Guidance	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) The Greenhouse Gas Protocol: Scope 2 Guidance	Scope 1: U.S. Environmental Protection Agency. 2018. Emission factors for greenhouse gas inventories. Scope 2: Outsite US - Source: Energy Information Administration, Updated State- and Regional-level Greenhouse Gas Emission Factors for Electricity (March 2002), http:/www.eia.doe.gov/oiaf/1605/e-factor.html. International Energy Agency (IEA) CO2 Emissions from Fuel Combustion Highlights, 2013 edition. "CO2 emissions per kWh from electricity generation"US - EPA eGRID2016, Feb 2018
	Additional 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) To align the company's efforts with best practices, Keysight committed to the Science Based Targets initiative (SBTi) to develop approved science-based targets (SBTs). In addition to the Scope 1 and Scope 2 emissions defined by the company's net zero goal, Keysight will work with the SBTi to develop approved Scope 3 targets across the most relevant categories. 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, twelve (12) relevant categories of Keysight's Scope 3 GHG emissions for fiscal year 2022. Please refer to the attached relevant Verification Opinion Declaration.	Fiscal year 2021 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Fiscal yer 2020 Boeblingen, Germany data has been adjusted now that actual data is available. Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.	Fiscal year 2020 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Data for fiscal year 2019 has been adjusted now that actual data from the Boeblingen, Germany site is available. In fiscal year 2020, Keysight had a goal to achieve a 2% GHG reduction over the prior year.
	References:	• FY 2022 Scopes 1, 2, 3 GHG Verification Statement • Keysight Commits to Science Based Targets Initiative • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	• FY 2019-2021 GHG Verification Statement • Keysight Commits to Science Based Targets Initiative • Keysight Technologies Commits to Net Zero Emissions by End of 2040 • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	

GRI 305-3. Other indirect (Scope 3) GHG Emissions	FY2022	FY2021	FY2020
Total other indirect (Scope 3) GHG emissions	3,254,047.00 t CO2e	2,713,624.00 t CO2e	79,280.00 t CO2e
Gases included in the calculation, whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all	CO2, CH4, N2O	CO2, CH4, N2O	CO2
Base year for the calculation, if applicable, including: the rationale for choosing it, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions	Fiscal year 2021 has been established as our baseline for Scope 3 emissions. Keysight committed to the Science-Based Targets initiative (SBTi) in 2021, and fiscal year 2021 was the most recent complete year data available when the company's targets were submitted to the SBTi for validation. Keysight's total Scope 3 GHG emissions in the base year (fiscal year 2019) were 2,713,624 tCO2e.	This year, our Scope 3 emissions has expanded to include downstream leased assets and waste generated in operations. We are reporting to the following five categories of Scope 3 emissions for fiscal year 2019, fiscal year 2020 and fiscal year 2021: • Business Travel • Employee Commuting • Upstream Transportation • Waste Generated in Operations • Downstream Leased Assets Rationale for choosing base year: In September 2021, Keysight announced our commitment to the Science Based Targets initiative (SBTi) in support of the company's emissions reduction and net zero strategy. Keysight will work with the SBTi to develop approved science-based targets across Scopes 1 and 2 and relevant categories of Scope 3.	Other indirect (Scope 3) GHG emissions categories and activities included in the calculation: • Employee commuting • Business travel • Includes data from inbound and outbound transportation.
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]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.	IPCC, fourth assessment (CH4 = 25, N2O = 298)	IPCC, fourth assessment (CH4 = 25, N2O = 298)
Consolidation approach for emissions; whether equity share, financial control, or operational control	Operational Control		

GRI Topic		GRI Standards Data Index Response & References		
		FY2022	**FY2021**	**FY2020**
	Standards, methodologies, assumptions, and/or calculation tools used	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 & distribution - Distance Based Method 5. Waste generated in operations - Waste-Type-Specific Method 6. Business travel - Fuel-Based & Distance-Based Methods 7. Employee commuting - Average-Data Method (Commute Survey) 8. Upstream leased assets - Average-Data Method (Floor Space) 9. Downstream transportation & 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 & Average Recycling Rate by Country 13. Downstream leased assets - Lessor-Specific Method (Lease Allocation) 14. Franchises - N/A 15. Investments - N/A	GHG Protocol Technical Guidance for Calculating Scope 3 Emissions: • Business travel data are provided by our business vendor supplier. • Employee commuting data are according to average-data methodology in GHG protocol for Scope 3. • Upstream transportation and distribution data are according to distance based methodology in GHG protocol for Scope 3. • Waste Generated in Operations data are calculated using the waste-type specific method • Downstream Leased Assets data are calculated using the lessor-specific method	• Employee commuting data is according to average-data methodology in GHG protocol for Scope 3. • Business travel data is provided by our business vendor supplier. • Upstream transportation and distribution data is according to distance based methodology in GHG protocol for Scope 3.
	Additional Comments:	As part of Keysight's commitment to the Science-Based Targets initiative (SBTi), the company reviewed and recalculated all its relevant Scope 3 emissions. Through these recalculation efforts, Keysight has increased the number of relevant categories of Scope 3 emissions from five to twelve categories. Additionally, Keysight aligned its calculation methodologies with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting. These changes in calculations are reflected in the company's fiscal year 2022 Scope 3 reporting.	Fiscal year 2021 "Total other indirect (Scope 3) GHG emissions" has been updated to reflect the restatements of information listed in GRI 2-4	COVID-19 impacted certain business operations in fiscal year 2020. In this case, the significant change in data provided is directly due to thepandemic. In March 2020, we took quick action ahead of government regulations and requirements. We halted all travel, asked employees who couldwork remotely to do so, thus reducing emissions from employee commuting and business travel. Fiscal year 2020 Business Travel = 5,572.34tCO2e Employee commuting = 5527.53tCO2e (based on 51% of total Keysight operations) Upstream Transportation and Distribution =61,008tCO2e Fiscal year 2019 Business travel = 19,106.86tCO2e Employee commuting = 18,425.11tCO2e (based on 51% of total Keysight) Upstream Transportation and Distribution =65,063tCO2e (HQ only = 7,465tCO2e, FY19; 11,457, FY18)

GRI Topic		GRI Standards Data Index Response & References
		FY2022
	Additional Comments for FY2022 - Continued	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 & 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: metal, wood, compost, misc. Trash: misc. Haz Waste 6. Business travel - Air travel, hotels, rail, rental car fuel 7. Employee commuting - Distance and emissions associated with the commute to work via private and public methods. Emissions associated with work-from-home. 8. Upstream leased assets - Electricity, natural gas, and refrigerants from sites out of operational control 9. Downstream transportation & 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 - Emissions associated with electricity and natural gas allocated to tenants of Keysight-owned 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. Fiscal year 2021 was chosen as Keysight's Scope 3 baseline because it was the most recent available data at the time of submission to the SBTi. All relevant Scope 3 emissions have now been recalculated for fiscal year 2021, which resulted in significant changes to our previously reported Scope 3 emissions. 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, twelve (12) relevant categories of Keysight's Scope 3 GHG emissions for fiscal year 2022. Please refer to the attached relevant Verification Opinion Declaration.
	References:	• FY 2022 Scopes 1, 2, 3 GHG Verification Statement

GRI 305-4. GHG Emissions Intensity	FY2022	FY2021	FY2020
Numerator	metric ton of carbon dioxide equivalent (Scope 1 & 2)	metric ton of carbon dioxide equivalent (Scope 1 & 2)	metric ton of carbon dioxide equivalent (Scope 1 & 2)
Denominator	office area (square foot)	office area (square foot)	office area (square foot)
GHG emission intensity	0.016	0.016	0.016
List of gases included	CO_2, CH_4, N_2O	CO_2, CH_4, N_2O	CO_2, CH_4, N_2O
Types of greenhouse gas emissions included:	Direct (Scope 1), Indirect (Scope 2)	Direct (Scope 1), Indirect (Scope 2)	Direct (Scope 1), Indirect (Scope 2)
Additional Comments:	GHG Emissions Intensity Denominator includes the square footage of all office locations within Keysight's operational control. 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, twelve (12) relevant categories of Keysight's Scope 3 GHG emissions for fiscal year 2022. Please refer to the attached relevant Verification Opinion Declaration.	In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration. Fiscal year 2021 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Fiscal year 2020 Boeblingen, Germany data has been adjusted now that actual data is available. Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021.	
References:	• CDP Reporting • FY 2022 Scopes 1, 2, 3 GHG Verification Statement • Keysight Commits to Science Based Targets Initiative • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	• 2021 CSR Report • CDP Reporting • FY 2019-2021 GHG Verification Statement • Keysight Commits to Science Based Targets Initiative • Keysight Technologies Commits to Net Zero Emissions by End of 2040 • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	• 2020 CSR Report • CDP Reporting • Keysight's Response to Climate Change

GRI Topic	GRI Standards Data Index Response & References		
GRI 305-5. Reduction of GHG Emissions	**FY2022**	**FY2021**	**FY2020**
Total GHG emissions reduced as a direct result of reduction initiatives	1,125.00 t CO2e	51.00 t CO2e	1,420.00 t CO2e
Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	CO2, CH4, N2O	CO2, CH4, N2O	CO2, CH4, N2O
Base year or baseline, including the rationale for choosing it.	Base year or baseline: Fiscal year 2019 Rationale for choosing base year: Fiscal year 2019 has been established as the baseline year for Keysight's target for net zero GHG emissions in company operations by end of fiscal year 2040 and interim goals.	Base year or baseline: 96,711 Rationale for choosing base year: Fiscal year 2019 has been established as our baseline year for Keysight's target for net zero GHG emissions in company operations by end of fiscal year 2040 and interim goals.	92,885.7 Rationale for choosing base year: Keysight has a goal to achieve a 2% GHG reduction year over year.
Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Direct (Scope 1), Indirect (Scope 2)	Direct (Scope 1) Indirect (Scope 2)	Direct (Scope 1) Indirect (Scope 2)
Standards, methodologies, assumptions, and/or calculation tools used.	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; 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.	IPCC Fourth Assessment Report (AR4 - 100 Year) [N2O GWP = 298, CH4, GWP = 25]; Scope 1: 2012 Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting. Annex 5 Process GWP Factors. Table 5a.; US EPA. EPA Centre for Climate Leadership. Emission Factors for Greenhouse Gas Inventories; GHG Protocol. Global Warming Potential Values. Scope 2: EPA's eGrid emission factors for the United States; UNFCCC Submission National Inventory Report: Greenhouse Gas Sources and Sinks in Canada; National Greenhouse and Energy Reporting (Measurement) Determination 2008 for Australia; UK Government conversion factors for Company reporting; International Energy Agency emission factors for all other geographies.	Scope 1: U.S. Environmental Protection Agency. 2011. Emission factors for greenhouse gas inventories. Scope 2: Outsite US - Source: Energy Information Administration, Updated State- and Regional-level Greenhouse Gas Emission Factors for Electricity (March 2002), http://www.eia.doe.gov/oiaf/1605/e-factor.html. International Energy Agency (IEA) CO2 Emissions from Fuel Combustion Highlights, 2013 edition. "CO2 emissions per kWh from electricity generation" US - eGRID 9th edition Version 1.0 Subregion File (Year 2010 Data)

GRI Topic		GRI Standards Data Index Response & References		
		FY2022	**FY2021**	**FY2020**
	Additional Comments:	In fiscal year 2022, Keysight implemented several projects to progress the company towards achieving its net zero goals. Specific actions taken to reduce energy usage include optimizing ventilation and hot water systems and installing solar window films at Keysight's headquarters facilities. In addition, Keysight replaced numerous lighting systems with efficient LEDs and implemented energy saving initiatives during the annual holiday shutdowns.	In 2021, Keysight announced our target to achieve net zero emissions in company operations by end of fiscal year 2040 and committed to the Science Based Targets initiative. As part of these targets, Keysight has increased our data coverage of company operations from our largest nine sites that we previously reported on, to over 70 sites defined by our operational control. This gives us a better understanding of site-level interdependencies and impacts on our overall GHG footprint. As such, our fiscal year 2019 baseline and all subsequent fiscal year data have now been recalculated to ensure that the performance across the now more than 70 sites is taken into consideration. The company's total Scope 1 and Scope 2 Market-Based Emissions has decreased by 0.05% since our fiscal year 2019 baseline. In fiscal year 2021, Keysight committed to and began planning toward our goal to achieve net zero emissions in company operations by end of fiscal year 2040, in alignment with the Paris Agreement's preferred goal to limit global warming to 1.5°C. Apex Companies, LLC conducted an independent verification of Keysight's Scope 1 and Scope 2 location-based and market-based GHG emissions for fiscal year 2019, fiscal year 2020, and fiscal year 2021. Fiscal year 2021 Boeblingen, Germany data is forecasted, not actual data. Keysight will update the actual data in next year's reporting cycle. Fiscal year 2020 Boeblingen, Germany data has been adjusted now that actual data is available.	Fiscal year 2020 showed a 6.11% reduction in GHG emissions compared to baseline year of fiscla year 2019. The primary drivers for this are: • Reduction in the total number of miles driven in our fleet vehicles. • In fiscal year 2019, our Santa Rosa headquarters site utilized diesel as a supplementary fuel source in response to utility power shutdowns during wild fire season. In fiscal year 2020, Keysight did not use diesel for these purposes.
	References:	• FY 2022 Scopes 1, 2, 3 GHG Verification Statement • Keysight Commits to Science Based Targets Initiative • Keysight Technologies Commits to Net Zero Emissions by End of 2040 • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	• FY 2019-2021 GHG Verification Statement • Keysight Commits to Science Based Targets Initiative • Keysight Technologies Commits to Net Zero Emissions by End of 2040 • Keysight Technologies Net Zero Emissions in Company Operations • Keysight's Response to Climate Change	

GRI Topic	GRI Standards Data Index Response & References
GRI 305-6. Ozone-Depleting Substances (ODS)	
Reason for omission	Not applicable
Required explanation	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.
GRI 305-7. Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	
Reason for omission	Confidentiality constraints
Required explanation	Keysight complies with all legal requirements of air permits and associated reporting requirements. Keysight complies with all legal requirements of air permits and associated reporting requirements.

GRI 306: Waste

GRI 306-MT. Management Approach: Waste

	Describe the actual and potential, negative and positive impacts of the management of the material topic 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 acknowledge that its products are used in development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's policies or commitments regarding waste	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Business Resilience," "Materials Sourcing," and "Circular Economy" material aspects. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System. The company implements a strong governance structure with documented processes to ensure the company meets all local laws and requirements as it relates to environmental topics, including climate change. This ensures Keysight operations support global regulatory and legal environmental requirements. Keysight's environmental policies include: ISO 14001:2015; Environmental, Occupational Health & Safety (EHS); and General Specification for the Environment (GSE).
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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. Keysight's efforts to ensure environmental compliance are an integral part of its CSR program, which is one of the enabling values within the Keysight Leadership Model (KLM). As such, they are managed through the program's Plan>Do>Check>Act method. In addition, Keysight also has internal Key Performance Indicator (KPI) to ensure the company meets its objectives and targets.
	Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Keysight CSR Management System

GRI Topic	GRI Standards Data Index Response & References

GRI 306-1. Waste Generation and Significant Waste-Related Impacts

Inputs, activities, and outputs that lead or could lead to these impacts	Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention, and partners with its suppliers and contractors to better achieve its goals; 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, expanding the company's composting program, and increasing employee environmental awareness. Moreover, Keysight subscribes to a circular economy model for its product lifecycle. One example in the circular economy space is Keysight's product take-back and trade-in programs that refurbish equipment and in-turn help reduce Keysight's impact on the environment.
Identify whether impacts relate to waste generated in the organization's own activities or to upstream or downstream in value chain	Keysight will continue to achieve operational excellence 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 takes steps at every possible stage to reduce the amount of waste and find alternate methods of use or disposal to limit the impact on the environment. As part of Keysight's circular product lifecycle 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:	• CSR - The Environment
	• ISO 14001:2015 Certificate
	• Keysight Product Take Back Program (WEEE)
	• Keysight Technologies Circular Economy Contributions
	• Keysight's Environmental, Health & Safety Commitment
	• Q&A with Keysight's Global Environmental and Sustainability Manager

GRI 306-2. Management of Significant Waste-Related Impacts

Waste generation prevention and impact management	Keysight processes its waste based on its category–solid, electronic, or hazardous. All waste falls within the purview of Keysight's environmental, health and safety commitment. Therefore, Keysight takes steps at every possible stage to reduce the amount of waste and find alternate methods of use or disposal to limit the company's environmental impact.
	• Solid waste is divided into recycle, incinerated, and landfill waste. Where possible, Keysight tries to divert waste away from landfills. Depending on the nature of the solid waste, it can also be repurposed for other uses to keep it from entering a landfill. For example, food waste is typically converted into compost at Keysight's larger facilities with more employees. Keysight also tries to reuse waste like plastics, carton boxes, and wooden pallets or recycle them.
	• Hazardous wastes globally are highly regulated and require special handing, storage, and disposal processes. Keysight adheres to the highest safety standards to ensure safe handling of hazardous waste materials 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, IT 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 pollution, keeping products and materials in use, and regenerating natural systems. This means designing for long lasting use, reuse and remanufacturing, and recycling to keep Keysight products, components, and materials circulating in the economy. Keysight's 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 prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention per the company's Global Environmental, Health, and Safety (EHS) policy, and partners with our suppliers and contractors to better achieve these goals. Keysight's ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impacts from Keysight operations.
Third party waste management and oversight processes	Keysight's internal EHS team vet and approve any third-party waste management vendor 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.
Processes used to collect and monitor waste-related data	Keysight uses a 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.

GRI Topic	GRI Standards Data Index Response & References		
GRI 306-3. Waste Generated	**FY2022**	**FY2021**	**FY2020**
Type of waste	Hazardous waste, Non-hazardous waste	Non-hazardous + hazardous waste	Non-hazardous + hazardous waste
Quantity of waste generated	286.10 t (Hazardous waste), 1,600.19 t (Non-hazardous waste)	7,389.25 t (Non-hazardous + hazardous waste)	1,777.29 t (Non-hazardous + hazardous waste)
Percentage of waste generated	15% (Hazardous waste), 85% (Non-hazardouswaste)		
Total waste generated	1,886.30 t	7,389.25 t	1,777.29 t
Additional 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 capture qualitative and quantitative savings. By applying Lean practices, Keysight has: • Installed a "Food Waste composting machine" that turns cafeteria food waste into compost without any chemical additives at our Penang, Malaysia site. This cost-effective machine is helping to reduce waste to landfill and eliminate the trucking of the waste to the central disposal facility, which will reduce carbon emissions. In fiscal year 2022, Keysight Penang diverted 100% of its food waste from landfill, amounting to 8.7 tons and this created 2.3 tons of compost used as fertilizer on-site for gardening and landscaping. • Continued training workers to separate waste into respective categories. Keysight also strives to limit the environmental impact of its product stream through design efforts, materials sourcing, product lifecycle, 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 k equipment is maintained, repaired, refurbished, and recycled.	In 2021, Keysight Santa Rosa, CA site underwent a major building construction for seismic bracing to withstand a magnitude 8.0 earthquake in support of our business resiliency program. In addition, building construction at the Colorado Springs, CO sites in support of manufacturing capacity took place. These projects resulted in higher than usual solid waste and hazardous waste quantities. Solid waste from the construction site was reused to ensure the waste does not end up in landfills.	
References:	• Keysight's Environmental, Health & Safety Commitment	• 2021 CSR Report	

GRI 306-4. Waste Diverted from Disposal	
Total waste (Solid + Hazardous) diverted	1,312.50 t
Total waste diverted	1,312.50 t
Total Recycled	129.12 t
Preparation for reuse - Onsite	0.00 t
Preparation for reuse - Offsite	0.00 t
Preparation for reuse total:	0.00 t
Recycling - Onsite	0.00 t
Recycling - Offsite	129.10 t
Recycling total:	129.10 t
Other recovery options - Onsite	0.00 t
Other recovery options - Offsite	0.00 t
Other recovery options total:	0.00 t
Total hazardous waste diverted (prep for reuse, recycling, and other recovery)	129.10 t
Preparation for reuse - Onsite	0.00 t
Preparation for reuse - Offsite	0.00 t
Preparation for reuse total:	0.00 t
Recycling - Onsite	0.00 t
Recycling - Offsite	1,034.90 t
Recycling total:	1,034.90 t
Other recovery options - Onsite	0.00 t
Other recovery options - Offsite	0.00 t
Other recovery options total:	0.00 t
Total non-hazardous waste diverted (prep for reuse, recycling, other recovery)	1,034.90 t
Total waste prevented	1,164.00 t
Baseline and methodology for this calculation	Keysight's solid (non-hazardous) and hazardous waste are sent to Keysight approved vendors. Keysight's waste is then segregated into recycled, landfilled, treated (for hazardous only) and incinerated and data is sent back to Keysight for tracking purposes.

GRI Topic	GRI Standards Data Index Response & References
Additional Comments:	Hazardous waste - metric tons • Recycling = 129.12 • Incineration = 21.42 • Landfill = 98.07 • Treated = 37.48 Total hazardous waste for FY22 = 286.1 Solid (Non-Hazardous) waste - metric tons • Recycling = 1,034.9 • Incineration = 89.60 • Landfill = 475.69 Total solid waste for FY22 = 1,600.19 Therefore, total waste diverted from landfill is • Non-Hazardous: 1,600.19 - 475.69 = 1.124.50 • Hazardous waste: 286.1-98.07 = 188.0 => 1,124.5 + 188.0 = 1,312.5
References:	• Keysight CSR Web Site
	• Keysight Product Take Back Program (WEEE)
	• Keysight Technologies Circular Economy Contributions
	• Keysight's Environmental, Health & Safety Commitment
	• Q&A with Keysight's Global Environmental and Sustainability Manager

GRI 306-5. Waste Directed to Disposal	
Total waste (Solid +Hazardous) directed to disposal	1,886.30 t
Incineration (without energy recovery) - Onsite	0.00 t
Incineration (without energy recovery) - Offsite	21.40 t
Incineration (without energy recovery) total:	21.40 t
Landfilling - Onsite	0.00 t
Landfilling - Offsite	98.10 t
Landfilling total:	98.10 t
Other disposal operations - Onsite	0.00 t
Other disposal operations - Offsite	166.60 t
Other disposal operations total:	166.60 t
Total hazardous waste disposed	286.10 t
Incineration (without energy recovery) - Onsite	0.00 t
Incineration (without energy recovery) - Offsite	89.60 t
Incineration without energy recovery total:	89.60 t
Landfilling - Onsite	0.00 t
Landfilling - Offsite	475.70 t
Landfilling total:	475.70 t
Other disposal operations - Onsite	0.00 t
Other disposal operations - Offsite	1,034.90 t
Other disposal operations total:	1,034.90 t
Total non-hazardous waste disposed	1,600.20 t
Additional Comments:	Hazardous waste disposal • Other disposal operations total = hazardous waste treated + hazardous waste recycled • = 37.48 + 129.12 = 166.6 Non-Hazardous waste disposal • Other non-hazardous waste disposal = recycled waste (1,034.9)
References:	• CSR - Our Solutions • Keysight CSR Web Site • Keysight Product Take Back Program (WEEE) • Keysight Technologies Circular Economy Contributions • Keysight's Environmental, Health & Safety Commitment

GRI 308: Supplier Environmental Assessment	
GRI 308-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the company's policies or commitments regarding the material topic	Keysight's Supplier Code of Conduct establishes Keysight's expectations for its suppliers, including ethical business practices, social responsibility, environmental sustainability, and product quality. We also outline the general requirements for restricting or prohibiting certain substances in our procured products per Keysight's General Specification for the Environment (GSE). These expectations are cascaded to all new suppliers during the supplier onboarding process. Thereafter, Keysight conducts supplier assessments and audits to monitor on supplier compliance with these requirements. Keysight also has an Environmental, Health and Safety (EHS) Management process in place to review and evaluate the new chemical substances for applicable regulatory requirements (including import/export), potential EHS risks, local permit thresholds, and Keysight material restrictions or bans. This EHS Review occurs for any new chemicals prior to purchase. Each chemical substance contained in the goods also shall comply with the Global Harmonized System of Classification (GHS) and Classification Labeling and Packaging (CLP). We expect suppliers to provide the Safety Data Sheets or other product content information prior to or with the shipment of goods. Upon request, suppliers must able to provide the product material chemical composition data for Keysight to verify the compliance against the applicable product chemical content restrictions. In addition, the Keysight product portfolio meets the 10 substances of the European Union (EU) Restriction of Hazardous Substances (RoHS) directive 2011/65/EU, including the delegated directive EU 2015/863 that added four phthalates. Keysight is committed to meeting customer demands for high reliability and we expect that our contract manufacturers (CMs) and direct material suppliers provide compliant and reliable materials. Our RoHS Program includes several initiatives to monitor Keysight's product compliance. As such, suppliers are required to provide data on whether the supplied items conform to the RoHS restrictions.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System
	• Keysight Technologies General Specification for the Environment
	• Supplier Code of Conduct

GRI Topic	GRI Standards Data Index Response & References

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

	Percentage of new suppliers screened	100%
	Additional Comments:	Keysight's Supplier Code of Conduct establishes Keysight's expectations for our suppliers, which includes the expectations of environmental sustainability. We also outline the general requirements for restricting or prohibiting certain substances in our procured products per Keysight's General Specification for the Environment (GSE). These policies and specifications are cascaded to all new suppliers during the supplier onboarding process. All Keysight's purchase orders contain a reference to the Supplier Code of Conduct policy and GSE.
	References:	• Keysight Technologies General Specification for the Environment
		• Purchase Order Terms and Conditions (page 2)
		• Supplier Code of Conduct (pages 7-8)

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

	Number of suppliers subject to environmental impact assessments	7
	Number of suppliers identified as having significant actual and potential negative environmental impacts	1
	Significant actual and potential negative environmental impacts identified in the supply chain	As the result of audits in 2022, we identified one supplier with significant actual and potential negative environmental impacts, which a priority non-conformance was found related to their emergency preparedness control.
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	14
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment	0
	Additional Comments:	In 2022, 15 supplier audits were conducted according to the RBA Validated Assessment Program (VAP) Protocol. These audits uncovered one case of priority non-conformance which is related to the supplier's emergency preparedness control. The supplier submitted a Corrective Action Plan (CAP) to address the finding and a closure audit was scheduled (to begin in 2023) to verify if the situation is remediated. For other non-conformances identified during audits, suppliers are required to provide CAPs for each non-conformance. All CAPs are required to be implemented and completed by the supplier following the overall CAP timeline as defined in the RBA VAP protocol. Keysight's internal audit team will review and monitor the status of all non-conformances until closure of the CAPs. Additionally, we engaged a third-party consultant to perform an in-depth CSR assessment of our suppliers against industry-wide corporate social responsiblity practices. This assessment covered 21 sustainability criteria from the themes of Environment, Ethics, Labor & Human Rights, and Sustainable procurement. Keysight also performs data validation and assessments to ensure direct materials suppliers comply with the restrictions on the use of certain hazardous substances in electrical and electronic equipment per the European Union (EU) Restriction of Hazardous Substances (RoHS) Directive.
	References:	• RBA Validated Assessment Program (VAP) Operations Manual

GRI Topic	GRI Standards Data Index Response & References

GRI 401: Employment

GRI 401-MT. Management Approach: Employment

	Describe the actual and potential, negative and positive impacts of the management of the material topic 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's policies or commitments regarding employment	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Talent Acquisition, Retention, & Development" material aspect.

Keysight maintains many programs and policies regarding this material aspect:

- **Adoption Assistance:** Keysight offers eligible employees financial assistance to alleviate the burden of legally adopting a child. Both regular full-time and regular part-time employees can receive this benefit.
- **Bereavement Leave:** U.S. Employees are granted Paid Bereavement Leave in the case of the death of a spouse, domestic partner, or child, and it is also extended to certain Paid Bereavement Leave in the case of the death of a parent, sibling, grandparent, or other family member. This policy goes far beyond any state or federally suggested guideline.
- **Diversity and Equal Employment Policy:** Keysight is committed to be an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore its commitment to diversity, ethics, integrity, and compliance everywhere we do business. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration.
- **Diversity, Equity, and Inclusion Strategy and Key Impact Goals:** Keysight's Global Diversity, Equity, and Inclusion (DEI) strategy and key impact goals support key diversity and inclusion initiatives and objectives and are in place to timely monitor and track diversity performance.
- **Diversity Training:** In 2022, we expanded core DEI training from manager only to the entire Keysight employee population with a requirement to complete by calendar year 2023. The Working Inclusively course and SELECT – The Neuroscience of Better Hiring and Develop Job Descriptions and Market Openings Inclusively support Keysight's DEI strategy and play a critical role in building awareness, developing skills, supporting career development, and creating a culture of learning.
- **Educational Assistance Program (EAP):** Keysight provides an Employee Educational Assistance Program for eligible employees to provide financial and management support for continuing their university or academic degree study.
- **Employee Network Groups (ENGs):** ENGs at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-development opportunities. These ENGs align with Keysight's desire to support and maintain a diverse and inclusive work environment. ENGs enable active learning and development and provide a reciprocal benefit between the company and employees. There are 14 ENGs worldwide at Keysight, including Women's Leadership Development (WLD), Employee Network for Underrepresented Minorities (ENUM), Keysight Society of Women Engineers Enterprise Group (KSWEEP), NextGen, Keysight Diversity Allies (KDA), 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 also has a variable pay program to reward the achievement of performance goals.

GRI Topic	GRI Standards Data Index Response & References
Describe the organization's policies or commitments regarding employment	• **Environmental Health and Safety Policy:** Keysight values a healthy and safe work environment for all employees and cares for their people, the planet, and local communities where the company operates. Keysight's Total Compensation Package Includes medical and dental benefits, retirement programs, and services such as employee assistance counseling and employee leave programs. Keysight's compensation program offers a competitive base and variable bonus packages comparable with other global technology companies. • **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. • **High Performance Culture:** Keysight's unique and high-performance culture is a competitive advantage. At Keysight, employees treat each other with respect, driving continuous improvement through innovation and collaboration. Employees adhere to the highest standards of ethics, integrity, and compliance requirements everywhere the company does business. Employees are inspired to constantly improve and contribute to their local communities and environmental sustainability. • **Human Rights and Labor Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence. • **Invitation to Covered Veterans to Self-Identify:** Keysight is committed to taking affirmative action to employ and advance in employment qualified covered veterans. Covered Veterans are invited to Self-Identify to be considered under this affirmative action program. • I**nvitation to Individuals with Disabilities to Self-Identify:** Keysight is committed to taking affirmative action to employ and advance employment of qualified disabled individuals. Disabled individuals who have a physical or mental impairment that substantially limits a major life activity are invited to Self-Identify to be considered under this affirmative action program. • **Keysight Action Employee Volunteer Time-Off:** Keysight allows its employees one hour per week, up to four hours per month, of paid time off with local management approval, to volunteer for Keysight-sponsored community involvement programs and activities. Time taken under this policy includes travel to and from the organization or school at which the employee is volunteering. Employees wishing to volunteer during work hours for non-Keysight-sponsored activities can use flexible time off (FTO) with manager approval. • **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. • **myVoice Employee Survey:** Keysight conducts employee surveys using the myVoice platform, which is a third-party platform utilizing a unique voting process to rank employee responses, so the most important ideas rise to the top. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used real-time to drive faster action and alignment around critical business topics. • **Open-Door Policy:** Embedded in Keysight's culture and management practices is an Open-Door Policy that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to feel heard. • **Parental Leave Program:** U.S. enables Keysight employees to care for and/or bond with their newborn children, newly adopted children, newly placed foster children or children who were newly placed for legal guardianship with an employee. This policy goes far beyond any state or federally suggested guideline. • **Robust Holiday Time Off:** Keysight publishes a global holiday calendar with a regional, country-specific holiday plan, which benefits employees working globally. • **Standards of Business Conduct (SBC) Training:** SBC training is an annual requirement for all Keysight employees and managers. It serves to set the expectation and accountability to the company's high ethical standards and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with fellow employees. Employees are accountable for knowing, understanding, and complying with these Standards on a daily basis. In addition, managers conduct regular reviews of these Standards with employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

GRI Topic	GRI Standards Data Index Response & References
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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. The following procedures & processes support Keysight's evaluation of its approach to employment management: • Keysight's CSR Key Performance Indicator (KPI) Dashboard systematically monitors and evaluates key CSR function pillars and program performance, including progress toward DEI key impact goals. • The Keysight Labor Management System (KLMS) and its repository outlines how we monitor and assess human rights and labor related risks and supports the operation and organization to follow up with improvement plans. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey.
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 our CSR Materiality assessment and planning. To engage internal stakeholders, Keysight employs the following programs: • **Coffee Talks:** Keysight conducts Coffee Talks on site or through audio-based or video-based teleconference meetings. It is a way to keep employees up to date on important information, align on goals, key objectives, and values of the company. It also provides an opportunity for employees to ask questions to management, share their insights and provide feedback. • **myInsight:** myInsight is an internal web based Keysight platform that enables employees to provide suggestions and feedback or share insights. • **myVoice Employee Survey:** Keysight conducts employee surveys using the myVoice platform, which is a third-party platform utilizing a unique voting process to rank employee responses, so the most important ideas rise to the top. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used real-time to drive faster action and alignment around critical business topics. • **PULSE:** PULSE is a global internal platform for Keysight employees sharing strategy and performance, access to organizations and org charts and Keysight news among other topics and resources.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• 2022 CSR Report ("Our People" section)
	• Affirmative Action and Equal Employment Opportunity Policy Statement
	• CSR - Our People
	• Keysight Compliance Hotline
	• Keysight CSR Management System
	• Keysight CSR Web Site
	• Keysight - Employer Awards
	• Keysight - Engineering Equality
	• Keysight - Our Benefits
	• Keysight - Our Culture
	• Keysight Standards of Business Conduct
	• Keysight Technologies Environmental, Health, and Safety Policy
	• Keysight's Commitment to Human Rights and Labor Standards
	• Keysight's Relationship with Society of Women Engineers (SWE)
	• Statement on Eradication of Slavery and Human Trafficking

GRI Topic	GRI Standards Data Index Response & References		
GRI 401-1. New Employee Hires and Employee Turnover	**FY2022**	**FY2021**	**FY2020**
Total number of employee hires	2,145	1,709	1,234
New employee hire rate (percent of total employees)	14.30	11.94	8.96
Employee turnover number	1,341	1,064	706
Employee turnover rate in percentage	9.10%	7.50%	5.10%
Additional Comments:	Keysight tracks attrition but does not disclose details on the gender or age group.	Keysight tracks attrition and new hires but does not disclose details on the gender or age group.	Keysight tracks attrition and new hires but does not disclose details on the gender or age group.

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

Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits below are available to all regular full and part time Keysight employees, but not available to temporary employees. • Life insurance • Accident insurance • Adoption or fertility assistance programs • Disability/invalidity insurance • Pension plans/retirement provision • Maternity and/or paternity leave • ChildcareJob security initiatives for redeployment, including retraining, relocation, work-sharing, and outplacement services • Flexible work schemes and work-sharing • Recall rights for laid-off employees • Stock ownership • Vacation • Paid sick days	• PTO (including any of the following: unspecified, vacation and/or sick days) • Insurance: Healthcare Employee • Insurance: Healthcare Family • Insurance: Healthcare Domestic Partner • Insurance: Dental • Insurance: Vision Insurance: AD&D • Insurance: Short Term Disability • Insurance: Long Term Disability • Employee Assistance Program • Education Benefits: Employee • Relocation Assistance • Work/Life Support Program • Wellness/Fitness Program • Onsite Fitness Facilities • Onsite Recreation Facilities • Stock OptionsStock Purchase Plan	• Retirement: Defined Benefit Plan (including pension plans) • Bereavement Leave • Gym facilities or gym fee reimbursement programs • Higher education scholarship programs, for either employees or their relatives • Preventative healthcare programs • Flex schedulingTelecommuting options • Public transportation subsidy • Carpooling support programs • Employee recognition programs • Paid time off for employee volunteers • Workforce training, skills, and leadership development programs • Matching gift programMentoring Program • We publicly disclose one or more of the benefits we offer employees (This does not count disclosure found in the company's required filing with the SEC).
Additional Comments:	Keysight aims to deliver a rewards portfolio that is competitive with high technology companies that are representative of the industries and markets in which Keysight operates. The company's rewards are offered to eligible employees and comply with local legal requirements. Their Total Pay program includes base pay and variable pay, such as the Keysight Results Bonus and Individual Performance Bonus, and sales incentive compensation. Pay is differentiated based on company and individual performance. Benefits such as health and welfare benefits, retirement plans and time off provide a foundation to support employees' well-being and financial security. Equity programs align with employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units. Keysight does not offer benefits to temporary workers or contractors, but supports the rights of their employees to do so.		

GRI 401-3. Parental Leave

Number of female employees by gender that were entitled to parental leave	4,579
Number of male employees by gender that were entitled to parental leave	10,383
Number of female employees by gender that took parental leave	144
Number of male employees by gender that took parental leave	356
Number of female employees who returned to work after parental leave ended	140
Number of male employees who returned to work after parental leave ended	353
Number of female employees who returned to work after parental leave ended who were still employed twelve months after their return to work	127
Number of male employees who returned to work after parental leave ended who were still employed twelve months after their return to work	321
Return to work and retention rates of female employees who returned to work after leave	97.22%
Return to work and retention rates of male employees who returned to work after leave	99.16%
Additional Comments:	The data represents employees from all 29 countries where Keysight has presence. Keysight has always fully supported work/life balance and understands the key role it plays in each individual's success. Throughout the COVID-19 pandemic, Keysight conveyed the benefit options that employees can use based on their personal situation to support work/life balance. Keysight did not report this information but did provide the following employees benefits for parental leave: • Protected Pregnancy's Medical Leave, Maternity Leave and Paternity Leave. • Flexible Time Off (FTO) program that provides employees paid time off for vacation, personal business, and illness. • Dependent Care Resource and Referrals that provides a variety of resource and referral services for employees who have dependent care responsibilities for children, elders, people with disabilities, and others. • Health and wellness information and resources. • Mother's Rooms at some Keysight facilities support new moms returning to work, and the nursing needs of their babies. • Quiet Rooms at some Keysight facilities support employees who need a break, respite, or quiet time.
References:	• Keysight - Our Benefits
	• Keysight - Our Culture

GRI 402: Labor/Management Relations		
GRI 402-MT. Management Approach: Labor/Management Relations		
	Describe the actual and potential, negative and positive impacts of the management of the material topic 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's 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 Acquisition, Retention, & Development" material aspect. Keysight maintains many programs and policies regarding this material aspect:

• **Coffee Talks:** Keysight conducts Coffee Talks on site or through audio-based or video-based teleconference meetings. It is a way to keep employees up to date on important information, align on goals, key objectives, and values of the company. It also provides an opportunity for employees to ask questions to management, share their insights and provide feedback.

• **Compliance Hotline:** Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions.

• **Keysight is committed to being an equal opportunity employer.** The company's staffing policies, which extend across every phase of the recruitment process, underscore its commitment to diversity, ethics, integrity, and compliance everywhere we do business. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration.

• **Keysight respects the rights of employees to organize** in labor unions, employee unions, or group bargaining agreements (GBAs) in accordance with local laws. Keysight supports the elimination of all forms of forced, bonded or involuntary prison labor.

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

• **Keysight compensates employees** with wages and benefits that meet or exceed the legally required minimum.

• **myInsight** is an internal web based Keysight platform that enables employees to provide suggestions and feedback or share insights.

• **myVoice Employee Survey:** Keysight conducts employee surveys using the myVoice platform, which is a third-party survey platform utilizing a unique voting process to rank employee responses, so the most important ideas rise to the top. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used in real-time to drive faster action and alignment around critical business topics.

• **Embedded in Keysight's culture and management practices is an Open-Door Policy** that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to be heard.

• **Keysight is an Affiliate Member of the Responsible Business Alliance (RBA)** and is committed to making continuous efforts and progress in driving labor and human rights.

• **Standards of Business Conduct (SBC) training** is required annually for all Keysight employees and managers. It serves to set the expectation and accountability of the company's high ethical standards and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with fellow employees. Employees are accountable for knowing, understanding, and complying with these Standards on a daily basis. In addition, managers conduct regular reviews of these Standards with employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight.

• **Working Hours**: Keysight will not require employees to work more than the maximum hours of daily labor set by local laws. |
| | Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts | The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions. |

GRI Topic	GRI Standards Data Index Response & References
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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. The procedures & processes of Evaluation of the Labor/Management Relations include: • Keysight conducts employee surveys using the myVoice platform, which is a third-party platform utilizing a unique voting process to rank employee responses, so the most important ideas rise to the top. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used in real-time to drive faster action and alignment around critical business topics. • Keysight's CSR Key Performance Indicator (KPI) Dashboard systematically monitors and evaluates key CSR function pillars and program performance. • Keysight evaluates the completion rate of the Standards of Business Conduct (SBC) employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey.
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 our CSR Materiality assessment and planning. To engage internal stakeholders, Keysight employs the following programs: • **Coffee Talks**: Keysight conducts Coffee Talks on site or through audio-based or video-based teleconference meetings. It is a way to keep employees up to date on important information, align on goals, key objectives, and values of the company. It also provides an opportunity for employees to ask questions to management, share their insights and provide feedback. • **myInsight**: myInsight is an internal web based Keysight platform that enables employees to provide suggestions and feedback or share insights. • **myVoice Employee Survey:** Keysight conducts employee surveys using the myVoice platform, which is a third-party platform utilizing a unique voting process to rank employee responses, so the most important ideas rise to the top. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used real-time to drive faster action and alignment around critical business topics. • **PULSE**: PULSE is a global internal platform for Keysight employees sharing strategy and performance, access to organizations and org charts and Keysight news among other topics and resources.

GRI Topic	GRI Standards Data Index Response & References
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• 2022 CSR Report ("Our People" section)
	• Affirmative Action and Equal Employment Opportunity Policy Statement
	• Contact Keysight
	• CSR News, Awards and Recognition
	• CSR - Our People
	• Keysight Compliance Hotline
	• Keysight CSR Management System
	• Keysight CSR Web Site
	• Keysight - Employer Awards
	• Keysight - Engineering Equality
	• Keysight - Our Benefits
	• Keysight - Our Culture
	• Keysight Standards of Business Conduct
	• Keysight Technologies Environmental, Health, and Safety Policy
	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy
	• Keysight's Commitment to Human Rights and Labor Standards
	• Keysight's Relationship with Society of Women Engineers (SWE)
	• Statement on Eradication of Slavery and Human Trafficking

GRI 402-1. Minimum Notice Periods Regarding Operational Changes

Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	Keysight provides notice of changes in the terms and conditions of employment, benefits and contractual requirements with workers councils in accordance to the laws of each country where we operate.

GRI 403: Occupational Health and Safety	
GRI 403-MT. Management Approach: 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 development of innovation in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the company's policies or commitments regarding employee health and safety	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," "Talent Acquisition, Retention, & Development," and "Supply Chain Labor Standards" material aspects. Keysight maintains many programs and policies regarding this material aspect: • Environmental, Health, and Safety Management System (EHSMS): Keysight based its 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 or 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, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions. Keysight's 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 our Environmental, Health and Safety Policy; Environmental, Health and Safety Management System; and related internal audits conducted at applicable Keysight locations exemplifies. Keysight will continue to review certification to the ISO 45001 standard and expand to other locations, as necessary. • The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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.

GRI Topic	GRI Standards Data Index Response & References
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.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts," material aspects," "material topics," and the "materiality assessment" refer to the relative importance Keysight and its stakeholder assign to certain elements of Corporate Social Responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• ISO 14001:2015 Certificate
	• ISO 45001:2018 Certificate
	• Keysight CSR Management System
	• Keysight Technologies Environmental, Health, and Safety Policy

GRI 403-1. Occupational Health and Safety Management System

Statement of implementation	Keysight has implemented an Environmental, Health and Safety Management System (EHSMS) that includes Occupational Health. Keysight 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 as of February 22, 2022 after working closely with the company's certification registrar, DEKRA Certification Inc. Keysight has been compliant to ISO45001 for many years which is evidenced in the company's Environmental, Health and Safety Policy; Environmental, Health and Safety Management System, and related internal audits conducted at applicable Keysight locations. Keysight will continue to review certification to the ISO 45001:2018 standard and expand to other locations, as necessary.
Description of OHS management system scope	Keysight's EHSMS covers all company activities, employees, and non-employee workers whose work and workplace are controlled by Keysight. Health and safety are evident in every facet of Keysight – from the company policies to its products and services, to the actions of every employee. Keysight demonstrates its commitment to health and safety through the following key principles.
References:	• ISO 14001:2015 Certificate
	• ISO 45001:2018 Certificate
	• Keysight's Environmental, Health & Safety Commitment

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

	Description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis	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. New equipment review process and job hazard analyses are comprehensive reviews conducted by Environmental, Health and Safety (EHS) specialists to identify all hazards associated with specific equipment and jobs so appropriate solutions can be implemented. Workplace safety inspections are conducted periodically to identify any general hazards in the workplace so they can be eliminated. These work-area employees who are trained annually in conducting safety inspections perform these inspections.
	Description of 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 who report unsafe working conditions.
	Description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health	Keysight workers are to immediately stop work and remove themselves from any unsafe situations once identified. Keysight does not discriminate against workers who remove themselves from unsafe working conditions.
	Description of 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 Environmental, Health & Safety Commitment

GRI 403-3. Occupational Health Services

| | Description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks. | 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 Environmental, Health & Safety Commitment |

GRI Topic	GRI Standards Data Index Response & References

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

	Details of worker participation and consultation	Representative workers participate in safety committee meetings where they have the opportunity to comment on the development, implementation, and evaluation of the Environmental Health & Safety Management System (EHSMS). All employees can offer input through Keysight's internal Environmental, Health & Safety (EHS) web tool. Keysight EHS communicates occupational health and safety information to employees through EHS newsletters, quarterly meetings with local EHS teams, and site postings.
	Details of joint management-worker health and safety committees	Keysight CSR Governance Structure is a joint management team including EHS, Human Resources (HR), Legal, Corporate Social Responsibility (CSR) and other cross function teams in development, governance, and oversight of Keysight CSR program.
		Workplace safety inspections are conducted periodically to identify any general hazards in the workplace so they can be eliminated. These inspections are performed by work-area employees who are trained annually in conducting safety inspections. An example of a cross functional team is Keysight's Emergency Response Team who respond to site emergencies.
		Keysight has employee network groups that reflect many dimensions from diversity, women in leadership, disability, and employee's safety and health. Employee network groups at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-development opportunities.
		Keysight CSR Governance Structure is a joint management team including EHS, Human Resources (HR), Legal, Corporate Social Responsibility (CSR) and other cross function teams in development, governance, and oversight of Keysight CSR program.
		Workplace safety inspections are conducted periodically to identify any general hazards in the workplace so they can be eliminated. These inspections are performed by work-area employees who are trained annually in conducting safety inspections. An example of a cross functional team is Keysight's Emergency Response Team who respond to site emergencies.
		Keysight has employee network groups that reflect many dimensions from diversity, women in leadership, disability, and employee's safety and health. Employee network groups at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-development opportunities.

GRI 403-5. Worker Training on Occupational Health and Safety

	Description of any occupational health, safety and emergency response training provided to workers	As part of the Keysight's Leadership Model Employee Growth component, Learning at Keysight aligns directly with Keysight's business strategy. Learning drives professional growth and continuous improvement, ensures a strong leadership pipeline and promotes company-wide development with a focus on customer insight. Processes are also in place to identify specific training needs for workers at location, based on employee's job function, site risks and local regulatory requirements. Each location has their training materials available for workers to access and complete their identified training needs. Keysight also recognizes its 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 following the hiring manager submitting a checklist identifying job-specific hazards. Equivalent training is required of all contracted service providers for all workers who are not employees.
		Keysight's Environmental, Health and Safety (EHS) Training programs are provided to ensure workers are apprised of workplace hazards that they might encounter and the appropriate control methods to reduce those risk factors to as low as reasonably possible. Keysight strives to hire contractors who demonstrate exemplary effort in the compliance of all applicable laws and regulations that pertain to environmental, health and safety standards. Expectations are set that the contractor will provide appropriate training to their workers while working for Keysight or at Keysight locations.
	References:	• Keysight's Environmental, Health & Safety Commitment

GRI 403-6. Promotion of Worker Health

	Description of 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 isn't available. In addition to continuing employee benefit programs, workplace accessibility and accommodations, and employee equity programs, Keysight protected employee health and well-being throughout the COVID-19 pandemic impacts, including offering flexible work schedules, bolstering mental health options, and providing communication tools that helped keep employees connected and engaged.
	Description of 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	In addition to maintaining employee benefit programs, workplace accessibility and accommodations, and employee equity programs, Keysight continued to protect employee health and well-being throughout the COVID-19 pandemic impacts, including offering flexible work schedules, bolstering mental health options, and providing communication tools that helped keep employees connected and engaged.
	References:	• Crisis Management: Keysight's Business Continuity and Response to Crisis Events
		• Keysight's Environmental, Health & Safety Commitment
		• Keysight's Response to Coronavirus (Covid-19)

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

	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Keysight maintains a best-in-class work environment to ensure the personal safety of everyone who 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 Responsible Business Alliance (RBA) and ISO standards regarding occupational health and safety supports Keysight's principles and helps them achieve Environmental Health and Safety objectives. Keysight has internal Key Performance Indicators (KPIs) for continuous improvement towards health and safety goals, including injury and illness rates and workplace accessibility and accommodations. 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 Self-Assessment Questionnaire (SAQ) and the EcoVadis CSR Assessment to demonstrate the broad impact of the company's EHS management system. Keysight and its facilities are routinely classified as "low-risk."
	References:	• Crisis Management: Keysight's Business Continuity and Response to Crisis Events
		• Keysight Technologies Environmental, Health, and Safety Policy
		• Keysight's Environmental, Health & Safety Commitment
		• Keysight's Leadership Model
		• Keysight's Response to Coronavirus (Covid-19)

GRI 403-8. Workers Covered by an Occupational Health and Safety Management System	**FY2022**	**FY2021**	**FY2020**
Number of covered employees as percentage of total work force	100%	100%	100%
Number of employees covered by internally audited system as percentage of total work force.	100%	100%	100%
Number of employees covered by externally audited system as percentage of total work force.	100%	100%	100%

GRI 403-9. Work-Related Injuries	FY2022	FY2021	FY2020
Number of fatalities - Employees	0	0	0
Rate of fatalities - Employees	0	0	0
Number of high consequence work related injuries - Employees	0	0	0
Rate of high consequence work related injuries - Employees	0	0	0
Number of recordable work-related injuries - Employees	38	28	40
Rate of recordable work-related injuries (Incident Frequency Rate) - Employees	0.19	0.14	0.22
Number of hours worked for employees	39,464,000	38,824,000	37,150,000
Main types of work-related injury - Employees	COVID-19 (9 illnesses, 24%); slip/trip/fall (6 injuries, 16%); cumulative trauma (6 injuries, 16%); acute overexertion (5 injuries, 13%); laceration (5 injuries, 13%)	Cumulative Trauma, Acute Overexertion, Laceration	Cumulative Trauma, Acute Overexertion, Laceration
Action(s) to eliminate work-related hazards - Employees	Actions taken to eliminate work-related hazards include engineering controls, material replacements, and process modifications.	Actions taken to eliminate work-related hazards include engineering controls, material replacements, and process modifications.	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	200,000	200,000
Number of fatalities - Non-employees	0	0	0
Rate of fatalities - Non-employees	0	0	0
Number of hours worked - Non-employees	0	0	0
Number of high consequence work related injuries - Non-employees	0	0	0
Rate of high consequence work related injuries - Non-employees	0	0	0
Number of recordable work-related injuries - Non-employees	0	0	0
Rate of recordable work-related injuries (Incident Frequency Rate) - Non-Employees	0	0	0
Additional Comments:	Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees. Keysight does not maintain Accidents, Fatalities, and Incidents data for contractors or third parties.	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.	Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees.

GRI 403-10. Work-Related Ill Health	FY2022	FY2021	FY2020
Number of fatalities as a result of work-related ill health - Employees	0	0	0
Number of cases of recordable work-related ill health- Employees	9	2	1
Main types of work-related ill health - Employees	COVID-19 (9 illnesses). These 9 cases are also included in the 38 injury/illness cases reported	COVID-19	COVID-19
Work-related hazards that pose a risk of ill health	Potential exposure to COVID-19.	COVID-19	COVID-19
Number of fatalities as a result of work-related ill health - Non-Employees	0	0	0
Number of cases of recordable work-related ill health - Non-Employees	0	0	0
Contextual information		Some states have a rebuttable presumption of COVID-19 being contracted at the workplace. Keysight maintains strict safety protocols but even strict precautions cannot eliminate all risk of transmission.	Some states have a rebuttable presumption of COVID-19 being contracted at the workplace. Keysight maintains strict safety protocols but even strict precautions cannot eliminate all risk of transmission.
Additional Comments:	Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees. Keysight does not maintain Accidents, Fatalities, and Incidents data for contractors or third parties.	Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees. Keysight does not maintain Illnesses, Fatalities, and Incidents data for contractors or third parties.	Non-employee workers whose work and workplace are controlled by Keysight are included in data maintained and reported for employees.

GRI Topic		GRI Standards Data Index Response & References
GRI 404: Training and Education		
GRI 404-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the company's policies or commitments regarding training and education	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Talent Acquisition, Retention, & Development" material aspect. Keysight maintains many programs and policies regarding this material aspect:

- **Degreed:** Degreed is an online learning experience that provides a single location to access, search, and track all learning resources internal and external to Keysight. Each employee has a personalized view that includes recommended courses and content based on their development needs, skills, experience, interests, and preferences.

- **Diversity, Equity, and Inclusion (DEI) Training**: In 2022, we expanded core DEI training from manager-only to the entire Keysight employee population with a requirement to complete during calendar year 2023. The Working Inclusively course and SELECT - The Neuroscience of Better Hiring and Develop Job Descriptions and Market Openings Inclusively support Keysight's DEI strategy and play a critical role in building awareness, developing skills, supporting career development, and creating a culture of learning.

- **Educational Assistance Program (EAP)**: Keysight provides an Employee Educational Assistance Program for eligible employees to provide financial and management support to continue their university or academic degree study.

- **Employee Network Groups (ENGs):** ENGs at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-defined development opportunities, and which fall within the context of Keysight's desire to support and maintain a diverse and inclusive work environment. ENGs enable active learning and development and provide a reciprocal benefit between the company and employees. There are 14 ENGs worldwide at Keysight, including Women's Leadership Development (WLD), Employee Network for Underrepresented Minorities (ENUM), Keysight Society of Women Engineers Enterprise Group (KSWEEP), NextGen, Keysight Diversity Allies (KDA), Toastmasters, and more.

- **High Performance Culture**: Keysight's unique and high-performance culture is a competitive advantage. At Keysight, employees treat each other with respect, driving continuous improvement through innovation and collaboration. Employees adhere to the highest standards of ethics, integrity, and compliance requirements everywhere the company does business. Employees are inspired to constantly improve and contribute to their local communities and environmental sustainability.

- **Keysight Leadership Development**: Keysight designs and implements various leadership development programs including the required New Manager Launch Series program, Executive Online Development Program, and an Advanced Leadership Program. These programs allow participants to learn from the best, leading-edge leadership research and methodologies, and are segmented to different tiers of management to optimize the productivity and potential of employees and teams. New Keysight managers complete the Launch Series program to build essential management skills and knowledge to be able to build alignment to strategy, build organizational capability and deliver results.

- **Keysight Leadership Model (KLM)**: KLM is a blueprint for everything Keysight does to continuously drive greater value for shareholders, customers, and employees. It becomes a common framework and language that creates employee alignment with Keysight's strategy. KLM is built into employee training and development programs and enables a company-wide training, which has led to greater employee engagement.

- **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.

- **Mentorship Program**: Keysight counts on a culture that supports participation in formal and informal mentoring relationships to foster inclusion, engagement, and development. Mentorship at Keysight is accessible to all employees. It focuses on the passion, performance, and potential of employees by strengthening their connection to their organization, business and team while supporting them in delivering business results. Beginning in 2021, all new hires are invited to participate in New Hire Mentoring on a voluntary basis to learn about Keysight culture and begin to build their network.

Pandemic Response: Keysight initiated training and education programs to strengthen employees' skills, bolster the organization's resilience, as well as support customers in response to the continued COVID-19 pandemic. These programs include:
  - New Unnormal Podcast: a Keysight Podcast to foster connections between employees and peers.
  - Guides and support for employees to help keep them healthy, productive, and engaged despite external challenges.
  - Leadership Toolkit to include comprehensive leadership tools, tips, and guidance to support managers better engage and connect with employees.
  - A selection of the best learning courses to address dynamic learning needs on ergonomics, remote work, video meetings, remote collaboration tools, etc.
  - Employees having access to a wide range of programs, workshops, classes and resources to excel in their roles and have the opportunity to connect with each other.

GRI Topic	GRI Standards Data Index Response & References
	• **Standards of Business Conduct (SBC) Training**: Keysight requires all employees and managers to complete 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. • **Value Creation Plan (VCP)**: Every Keysight employee receives a VCP annually, which includes their key annual performance objectives, development plan, and provides the opportunity for regular check-ins with their manager. This process ensures employees are clear on what is expected of them and focuses on their talents and strengths.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 tracks measures of success and the return on investment of employee training and development programs. The measures vary throughout the company and across programs. External party methods are also leveraged, for example we use the Kilpatrick Model. • Keysight tracks the average training hour per employee and surveys participant satisfaction for each training and development program. • In fiscal year 2022, an additional 1,786 employees globally completed Keysight Leadership Model training. SBC training reached 100% completion rate, and 100% of Keysight employees received performance feedback.
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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• CSR - Our People • Keysight CSR Management System • Keysight CSR Web Site • Keysight - Engineering Equality • Keysight - Our Culture • Keysight Standards of Business Conduct • Keysight's Leadership Model

GRI Topic	GRI Standards Data Index Response & References		
GRI 404-1. Average Hours of Training Per Year Per Employee	**FY2022**	**FY2021**	**FY2020**
Male: Average training hours per employee	16.60 h	13.47 h	12.16 h
Female: Average training hours per employee	18.50 h	16.15 h	14.63 h
Average training hours per employee	17.20 h	14.29 h	12.87 h

GRI 404-2. Programs for Upgrading Employee Skills and Transition Assistance Programs			
Type and scope of programs implemented and assistance provided to upgrade employee skills	At Keysight, learning is a lifelong pursuit that creates a mindset of professional growth and continuous improvement. Keysight is committed to providing a learning environment and relevant development resources to support employees' continuous development, enhance their skills as well as knowledge and productivity to achieve current and future business objectives. To continue to strengthen employees, the organization's resilience, and continue to support customers in the face of changing times, many initiatives and trainings started in fiscal year 2020 sustaineded: • Guides and support for employees to help keep them healthy, productive, and engaged despite external challenges. • Leadership Toolkit: includes comprehensive leadership tools, tips, and guidance to support managers better engage and connect with employees. • A selection of the best learning courses to address dynamic learning needs on ergonomics, effectively working remotely, video meetings, remote collaboration tools, etc. • Employees had access to a wide range of programs, workshops, classes, and resources to excel in their roles and have the ability to connect with each other. Other programs for upgrading employee skills and transition assistance programs include the following: • Business, regional, and functions develop specific skill development and training programs for their respective employee to meet the growing needs of their organizations. • **Diversity, Equity, and Inclusion (DEI):** At Keysight, we believe that every employee has a role to play in contributing to our inclusive culture. In 2022, we expanded core DEI training from manager-only to the entire Keysight employee population with a requirement to complete by early calendar year 2023. • **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. • **Global Employee Network Groups (ENGs):** Employee network groups at Keysight are groups of employees who voluntarily come together to identify, highlight, and help address employee-development opportunities, and which fall within the context of Keysight's desire to support and maintain a diverse and inclusive work environment. ENGs enable active learning and development and provide a reciprocal benefit between the company and employees. There are also various employee networks at Keysight including the Women's Leadership Development Network, SWE Network, Next Gen Network, Keysight Leadership Network, Toastmasters Club, etc. • **Keysight Leadership Development:** Keysight designs and implements various leadership development programs, including the Launch Series program for new managers, Executive Online Development Program, Emerging Leaders Program, and an Advanced Leadership Program. These programs allow participants to learn from the best, leading-edge leadership research and methodologies, and are segmented to different tiers of management to optimize the productivity and potential of employees and teams. In 2022, 206 new Keysight managers completed the Launch Series, which is training to build essential management skills and knowledge to build alignment to strategy, organizational capability and deliver results. • **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 we operate. • **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. There is a strategic shift to focus on our customers and "Customer Centricity". Platforms used to deliver training including Face to Face, Live Teams meetings, and on-demand.		

	• **Keysight Learning Platform:** 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 Program:** Keysight counts on a culture that supports participation in formal and informal mentoring relationships to foster inclusion, engagement, and development. Mentorship at Keysight is accessible to all employees. It focuses the passion, performance, and potential of employees by strengthening their connection to their organization, business and team while supporting them in delivering business results. Beginning in 2021, all new hires are invited to participate in New Hire Mentoring on a voluntary basis to learn about Keysight culture and begin to build their network. • **OurWorking Inclusively** course focuses on DEI fundamentals, unconscious bias, and microaggressions. It includes reflections and resources to enable DEI dialog and contributions from all. The core training modules are available in simplified Chinese, French, German, Japanese, and Spanish in addition to English and are an onboarding requirement for all new hires. Working Inclusively is also the foundation for an expanded DEI curriculum for managers, which includes SELECT – The Neuroscience of Better Hiring and Develop Job Descriptions and Market Openings Inclusively. • **Value Creation Plans:** Keysight builds Value Creation Plans into annual employee objective setting and management plans (as well as regular management check-ins). Additionally, Keysight's customized learning and development solutions for employee and leadership development are closely integrated into our DEI strategy and play a critical role in building awareness, developing skills, supporting career development, and creating a culture of learning.
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 our 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 who are considered industry experts will be given the opportunity to move to a more flexible schedule and a more consultative role.
References:	• Diversity, Equity, and Inclusion Year in Review 2022

GRI 404-3. Percentage of Employees Receiving Regular Performance and Career Development Reviews	FY2022	FY2021	FY2020
Percentage of male employees who received a regular performance and career development review	100%	100%	100%
Percentage of female employees who received a regular performance and career development review	100%	100%	100%
Percentage of total employees who received a regular performance and career development review	100%	100%	100%
Additional Comments:	Every Keysight employee receives a Value Creation Plan annually which includes their key annual performance objectives, development plan, and provides the opportunity for regular check-ins with their manager. This process ensures employees are clear on what is expected of them and focuses on their talents and strengths.		

GRI 405: Diversity and Equal Opportunity

GRI 405-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the company's policies or commitments regarding workforce diversity	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Diversity, Equity, & Inclusion" material aspect.

Keysight maintains many programs and policies regarding 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 the various regions.

- **Diversity and Equal Employment Policy:** Keysight is committed to being an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to diversity, ethics, integrity, and compliance everywhere we do business. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration.

- **Diversity and Inclusion Strategy and Key Impact Goals:** Keysight's Global Diversity and Inclusion strategy and key impact goals support key diversity and inclusion initiatives and objectives and are in place to timely monitor and track diversity performance.

- **Diversity, Equity, and Inclusion (DEI) training:** In 2022, we expanded core DEI training from manager only to the entire Keysight employee population with a requirement to complete by calendar year 2023. The Working Inclusively course and SELECT - The Neuroscience of Better Hiring and Develop Job Descriptions and Market Openings Inclusively support Keysight's DEI strategy and play a critical role in building awareness, developing skills, supporting career development, and creating a culture of learning.

- **Harassment Policy:** Keysight enforces its 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.

- **Invitation to Covered Veterans to Self-Identify:** Keysight is committed to taking affirmative action to employ and advance in employment qualified covered veterans. Covered Veterans are invited to self-identify to be considered under this affirmative action program.

- **Invitation to Individuals with Disabilities to Self-Identify:** Keysight is committed to taking affirmative action to employ and advance the employment of qualified disabled individuals. Disabled individuals who have a physical or mental impairment that substantially limits a major life activity are invited to self-identify to be considered under this affirmative action program.

- **Keysight's Relationship with the Society of Women Engineers (SWE):** Keysight has a long-standing relationship with the Society of Women Engineers (SWE). Keysight strives to support the success and advancement of women engineers in the workplace, and to empower and inspire employees to reach their full potential, feel supported, connected, and inspired. In 2022, the company continued to invest in employee growth and increase a sense of belonging through sponsorship of SWE.

- **New Hire Orientation:** Diversity, equity, and inclusion is part of Keysight's culture and is included in the company's New Hire Orientation globally. Every new employee is required to attend a New Hire Orientation session within their first 60 days with the company and are invited to enroll in the voluntary New Hire Mentoring Program.

- **Salary ratio:** In 2022, Keysight maintained nearly 1:1 salary ratio worldwide of women to men based on average compa-ratio.

- **Standards of Business Conduct (SBC) Training:** Keysight requires all employees and managers to complete 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.

GRI Topic	GRI Standards Data Index Response & References
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 diversity key impact goals are monitored, tracked, and assessed through the CSR Key Performance Indicator (KPI) Dashboard • Keysight's CSR KPI Dashboard systematically monitors and evaluates key CSR function pillars and program performance. • Keysight evaluates the completion rate of the Standards of Business Conduct employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey.
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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Affirmative Action and Equal Employment Opportunity Policy Statement • CSR News, Awards and Recognition • CSR - Our People • Keysight Compliance Hotline • Keysight CSR Management System • Keysight CSR Web Site • Keysight - Engineering Equality • Keysight - Our Culture • Keysight Technologies, Inc. Human Rights and Labor Standards Policy • Keysight's Relationship with Society of Women Engineers (SWE)

GRI 405-1. Diversity of Governance Bodies and Employees	
Male number of Board members	8
Male percentage of Board members	73%
Female number of Board members	3
Female percentage of Board members	27%
Number of Board members from a Minority or Vulnerable Group	3
Percentage of Board members from a Minority or Vulnerable Group	27%
Percentage of Board members - Age <30 yrs old	0%
Percentage of Board members - Age 30-50 yrs old	18%
Percentage of Board members - Age >50 yrs old	82%
Number of employees - Male	10,950
Percentage of employees - Male	68.64%
Number of employees - Female	5,001
Percentage of employees - Female	31.35%
Additional Comments:	1 employee, an internal temporary worker, declined to declare gender.
Management: Male number of employees	1,354
Management: Male %	75.60%
Management: Female number of employees	437
Management: Female %	24.40%
Management: Not disclosed / Unavailable number of employees	0
Management: Not disclosed/ Unavailable %	0%
% <30 yrs old - Total employees	13.53%
% 30-50 yrs old - Total employees	57.77%
% >50 yrs old - Total employees	28.71%
% <30 yrs old - Managers	0.56%
% 30-50 yrs old - Managers	57.79%
% >50 yrs old - Managers	41.65%
Employee Average Age	44
Additional Comments:	Average age is 43.89 rounded up to 44

GRI 405-2. Ratio of Basic Salary and Remuneration of Women to Men	FY2022	FY2021	FY2020
USA Active, Regular	0.983	0.98	0.99
Malaysia Active, Regular	0.97	0.97	0.98
China Active, Regular	0.991	0.98	0.97
India Active, Regular	0.97	0.97	0.98
Singapore Active, Regular	1.004	1.02	1.02
Japan Active, Regular	0.979	0.99	0.99
Germany Active, Regular	0.999	0.89	1.01
Spain Active, Regular	1.001	0.99	1.01
Korea Active, Regular	1.011	1	1.01
France Active, Regular	0.959	0.96	0.93
Romania Active, Regular	0.931	0.95	0.99
Canada Active, Regular	1.052	1.02	1.09
Finland Active, Regular	0.93	0.93	0.93
UK Active, Regular	0.992	0.97	0.97
Taiwan Active, Regular	1.048	1.04	1.03
Italy Active, Regular	0.975	1	0.99
Total Worldwide ratio of basic salary and remuneration of women to men	0.98	0.97	0.98
Definition of 'significant locations of operation'	Countries and areas with 100+ headcount	Countries and areas with 100+ Headcount.	Countries and areas with 100+ Headcount.
Additional Comments:		Reported as Men:Women. Based on average compa ratio, with compa ratio being the salary divided by the job's pay reference point. Romania, Finland, Canada, and Italy's data was included due to 100+ headcount.	

GRI 406: Non-Discrimination	

GRI 406-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the company's policies or commitments regarding non-discrimination	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Diversity, Equity, & Inclusion" material aspect. Keysight maintains many programs and policies regarding 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. • **Diversity and Equal Employment Policy:** Keysight is committed to being an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to diversity, ethics, integrity, and compliance everywhere we do business. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration. • **Diversity, Equity, and Inclusion (DEI) training:** In 2022, we expanded core DEI training from manager only to the entire Keysight employee population with a requirement to complete by calendar year 2023. The Working Inclusively course and SELECT – The Neuroscience of Better Hiring and Develop Job Descriptions and Market Openings Inclusively support Keysight's DEI strategy and play a critical role in building awareness, developing skills, supporting career development, and creating a culture of learning. • **Diversity and Inclusion Strategy and Key Impact Goals:** Keysight's Global Diversity and Inclusion strategy and key impact goals support key diversity and inclusion initiatives and objectives and are in place to timely monitor and track diversity performance. • **Harassment Policy:** Keysight enforces its Harassment Policy, requiring all employees be treated with dignity, respect, and courtesy, while complying with legally mandated training requirements. We also have regionally specific non-harassment trainings for managers of employees in specific locations, where local laws require such training. • **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. • **Invitation to Covered Veterans to Self-Identify:** Keysight is committed to taking affirmative action to employ and advance in employment qualified covered veterans. Covered Veterans are invited to self-identify to be considered under this affirmative action program. • **Invitation to Individuals with Disabilities to Self-Identify:** Keysight is committed to taking affirmative action to employ and advance the employment of qualified disabled individuals. Disabled individuals who have a physical or mental impairment that substantially limits a major life activity are invited to self-identify to be considered under this affirmative action program. • **New Hire Orientation:** Diversity, equity, and inclusion is part of Keysight's culture and is included in the company's New Hire Orientation globally. Every new employee is required to attend a New Hire Orientation session within their first 60 days with the company and are invited to enroll in the voluntary New Hire Mentoring Program. • **Open-Door Policy:** Embedded in Keysight's culture and management practices is an Open-Door Policy that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to feel heard. • **Responsible Business Alliance Affiliate Member:** Keysight is an Affiliate Member of the RBA and is committed to making continuous efforts and progress in driving labor and human rights. • **Standards of Business Conduct (SBC) Training:** Keysight requires all employees and managers to complete 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, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

GRI Topic	GRI Standards Data Index Response & References
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight diversity key impact goals are monitored, tracked, and timely assessed through CSR KPI Dashboard • Keysight Labor Management System (KLMS) and its repository monitors and assesses human rights and labor related risks and supports the operation and organization to follow up with improvement plans. • Keysight annually assesses the representation of women, minorities, veterans, and individuals with disabilities throughout its workforce, as compared to availability statistics. Keysight sets corresponding annual goals to increase representation, as necessary, of under-represented groups. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey.
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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Affirmative Action and Equal Employment Opportunity Policy Statement • CSR - Our People • Keysight Compliance Hotline • Keysight CSR Management System • Keysight CSR Web Site • Keysight - Engineering Equality • Keysight - Our Culture • Keysight Standards of Business Conduct • Keysight Technologies, Inc. Human Rights and Labor Standards Policy • Statement on Eradication of Slavery and Human Trafficking

GRI 406-1. Incidents of Discrimination and Corrective Actions Taken	FY2022	FY2021	FY2020
Total number of incidents of discrimination during the reporting period	0	0	0
Additional Comments:	Keysight is not aware of any incidents of unlawful discrimination during the reporting period.		

GRI 407: Freedom of Association and Collective Bargaining	
GRI 407-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the company's policies or commitments regarding freedom of association and collective bargaining	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Supply Chain Labor Standards" and "Talent Acquisition, Retention, & Development" material aspects. Keysight maintains many programs and policies regarding 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 the various regions. • **Freedom of Association:** Keysight respects the rights of employees to organize in labor unions, employee unions, or group bargaining agreements (GBAs) in accordance with local laws. • **Human Rights and Labor Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence. • **Keysight Labor Management System (KLMS):** Keysight developed the KLMS and labor compliance repository to support Keysight's human rights and labor management process and to function as a comprehensive system to monitor, track and timely assess labor compliance and drive continuous improvement. • **Responsible Business Alliance Affiliate Member:** Keysight is an Affiliate Member of the RBA and is committed to making continuous efforts and progress in driving labor and human rights. • **Standards of Business Conduct (SBC):** Keysight's Standards of Business Conduct serves as a guide to our ethical and legal obligations as employees. The Standards govern our dealings with customers, competitors, suppliers, third-party partners, and fellow employees.
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.
	Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 programs in this area through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight Labor Management System (KLMS) and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey.

GRI Topic	GRI Standards Data Index Response & References
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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• CSR - Our People
	• Keysight Compliance Hotline
	• Keysight CSR Web Site

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

Type of operation / Supplier	There were no incidents. Keysight follows the laws of each country in which we operate.
References:	• Keysight CSR Management System
	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy
	• Keysight's Commitment to Human Rights and Labor Standards
	• Statement on Eradication of Slavery and Human Trafficking
	• Supplier Code of Conduct

GRI Topic		GRI Standards Data Index Response & References
GRI 408: Child Labor		
GRI 408-MT. Management Approach: Child Labor		
	Describe the actual and potential, negative and positive impacts of the management of the material topic 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's 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 "Supply Chain Labor Standards" material aspect. Keysight maintains many programs and policies regarding 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 the 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 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 Labor Management System (KLMS):** KLMS and labor compliance repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and timely assess labor compliance and drive continuous improvement. • **Keysight Supplier Code of Conduct:** Keysight maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. These include Keysight's Supplier Code of Conduct, the Human Rights and Labor Policy and the SBC. The Supplier Code of Conduct requires all Keysight suppliers "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." • **Responsible Business Alliance Affiliate Member:** Keysight is an Affiliate Member of the RBA and is committed to making continuous efforts and progress in driving labor and human rights. • **Standards of Business Conduct (SBC) Training:** Keysight requires all employees and managers to complete 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, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

GRI Topic	GRI Standards Data Index Response & References
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 programs in this area through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight Labor Management System (KLMS) and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey. • 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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System
	• Keysight Compliance Hotline
	• Keysight Standards of Business Conduct
	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy
	• Keysight's Commitment to Human Rights and Labor Standards
	• Statement on Eradication of Slavery and Human Trafficking
	• Supplier Code of Conduct

GRI 408-1. Operations and Suppliers at Significant Risk for Incidents of Child Labor		
	Type of operation / Supplier	Keysight is unaware of any operations or suppliers identified as having significant risk for incidents of child labor and young workers exposed to hazardous work.
	Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor. Also, include measures to review employment practices to avoid child.	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, conducting supplier assessments and audits to assess supplier' compliance against the labor and human rights requirements.
	Description of steps taken to eliminate such practices on forces when discovered	In cases where there are issues with adherence to Keysight's supplier expectations, supplier shall initiate a corrective action plan to Keysight. The corrective action plan will be reviewed and monitored by Keysight internal audit team before the closure.
	References:	• Keysight CSR Management System
		• Keysight Technologies, Inc. Human Rights and Labor Standards Policy
		• Keysight's Commitment to Human Rights and Labor Standards
		• Supplier Code of Conduct (pages 5-7)

GRI 409: Forced or Compulsory Labor	
GRI 409-MT. Management Approach: Forced or Compulsory Labor	
Describe the actual and potential, negative and positive impacts of the management of the material topic 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the organization's 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 Business Practices" and "Talent Acquisition, Retention, & Development" material aspects. Keysight maintains many programs and policies regarding 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 the 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 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 Labor Management System (KLMS):** KLMS and labor compliance repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and timely assess labor compliance and drive continuous improvement. • **Keysight Supplier Code of Conduct:** Keysight maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. These include Keysight's Supplier Code of Conduct, the Human Rights and Labor Policy and the SBC. The Supplier Code of Conduct requires all Keysight suppliers "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." • **Responsible Business Alliance Affiliate Member:** Keysight is an Affiliate Member of the RBA and is committed to making continuous efforts and progress in driving labor and human rights. • **Standards of Business Conduct (SBC) Training:** Keysight requires all employees and managers to complete 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, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

GRI Topic	GRI Standards Data Index Response & References
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 programs in this area through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight Labor Management System (KLMS) and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey. 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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System
	• Keysight Compliance Hotline
	• Keysight Standards of Business Conduct
	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy
	• Keysight's Commitment to Human Rights and Labor Standards
	• Statement on Eradication of Slavery and Human Trafficking
	• Supplier Code of Conduct

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

	Type of operation / Supplier	Keysight is unaware of any operations and suppliers having a significant risk for incidents of forced or compulsory labor.
	Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. Also include the measures to review employment practices to avoid forced labor	Keysight is committed to compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the "California Act") and the Modern Slavery Act 2015 (effective October 29, 2015, the "UK Act"). We maintain Keysight's Supplier Code of Conduct and Human Rights and Labor Policy that strictly prohibit the use of slavery or human trafficking in our direct supply chain. All suppliers shall "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." We expect suppliers to abide by the bans on forced or compulsory labor set forth in International Labor Organization guidelines, including Article 2 of the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105. Suppliers shall also ensure respect for human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights. Keysight has programs in place to monitor and verify our suppliers' conformance with the Supplier Code of Conduct Policy as well as labor and human rights requirements. The programs include communicating Keysight's requirements to all suppliers, conducting supplier assessment and audit to assess supplier's compliance status against the labor and human rights requirements.
	Description of steps taken to eliminate such practices on forces when discovered	In cases where there are issues with adherence to Keysight's supplier expectations, supplier shall initiate a corrective action plan to Keysight. The corrective action plan will be reviewed and monitored by Keysight internal audit team before the closure.
	References:	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy
		• Keysight's Commitment to Human Rights and Labor Standards
		• Statement on Eradication of Slavery and Human Trafficking
		• Supplier Code of Conduct (pages 5-7)

GRI Topic	GRI Standards Data Index Response & References

GRI 410: Security Practices

GRI 410-MT. Management Approach: Security Practices

	Describe the actual and potential, negative and positive impacts of the management of the material topic 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the organization's 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 "Supply Chain Labor Standards" material aspect. Keysight maintains many programs and policies regarding 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 the 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 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 Labor Management System (KLMS):** KLMS and labor compliance repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and timely assess labor compliance and drive continuous improvement. • **Keysight Supplier Code of Conduct:** Keysight maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. These include Keysight's Supplier Code of Conduct, the Human Rights and Labor Policy and the SBC. The Supplier Code of Conduct requires all Keysight suppliers "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." • **Responsible Business Alliance Affiliate Member:** Keysight is an Affiliate Member of the RBA and is committed to making continuous efforts and progress in driving labor and human rights. • **Standards of Business Conduct (SBC) Training:** Keysight requires all employees and managers to complete 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, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

GRI Topic	GRI Standards Data Index Response & References		
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 programs in this area through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight Labor Management System (KLMS) and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey. 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 our CSR Materiality assessment and planning.		
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.		
References:	• Keysight CSR Management System		

GRI 410-1. Security Personnel Trained in Human Rights Policies or Procedures	FY2022	FY2021	FY2020
Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	100%	100%	100%
Training requirements regarding human rights issues also apply to third party organizations providing security personnel	Yes	Yes	Yes
Additional Comments:	Keysight has outsourced its security function to a reputable international security provider. This company trains 100% of its employees in human rights issues.	Keysight has outsourced its security function to a reputable international security provider. This company trains 100% of its employees in human rights issues.	Keysight has outsourced its security function to a reputable international security provider. This company trains 100% of its employees in human rights issues.
References:	• Supplier Code of Conduct		

GRI 411: Rights of Indigenous Peoples

GRI 411-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the company's policies or commitments regarding rights of indigenous people	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Supply Chain Labor Standards" and "Local Community" material aspects. Keysight maintains many programs and policies regarding 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 the various regions. • **Diversity and Equal Employment Policy:** Keysight is committed to being an equal opportunity employer. The company's staffing policies, which extend across every phase of the recruitment process, underscore Keysight's commitment to diversity, ethics, integrity, and compliance everywhere we do business. Keysight's inclusive and diverse workforce helps the company attract and retain the best talent, enables individual employees to realize their full potential, and enables the company to drive high performance through innovation and collaboration. • **Human Rights and Labor Policy:** Keysight acknowledges and respects the fundamental principles of the Universal Declaration of Human Rights. The company's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Keysight conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence. Furthermore, Keysight is committed to conducting business without discrimination and protecting the rights of indigenous peoples; persons belonging to national or ethnic, religious, and linguistic minorities; women; children; persons with disabilities; and migrant workers and their families. • **Keysight Labor Management System (KLMS):** KLMS and labor compliance repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and timely assess labor compliance and drive continuous improvement. • **Open-Door Policy:** Embedded in Keysight's culture and management practices is an Open-Door Policy that enables employees to bring forward and confer on issues and concerns, or to report inappropriate behavior to any level of management. The company has an internal web page directly linked to the CEO as another platform for employees to feel heard. • **Responsible Business Alliance Affiliate Member:** Keysight is an Affiliate Member of the RBA and is committed to making continuous efforts and progress in driving labor and human rights. • **Standards of Business Conduct (SBC) Training:** Keysight requires all employees and managers to complete 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, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.

Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 programs in this area through various mechanisms: • Keysight's CSR Key Performance Indicator (KPI) Dashboard which systematically monitors and evaluates key CSR function pillars and program performance. • Keysight Labor Management System (KLMS) and its repository supports Keysight's human rights and labor management process and functions as a comprehensive system to monitor, track and assess labor compliance and drive continuous improvement. • Keysight evaluates the completion rate of SBC employee training annually. In fiscal year 2022, 100% of employees completed SBC training. • Keysight tracks and monitors the pay ratio between men and women, new hire, and turn-over metrics, and conducts an annual review of total rewards and benchmarks using market data. • Keysight also participates in the annual "Great Place to Work" survey.
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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Affirmative Action and Equal Employment Opportunity Policy Statement
	• CSR - Our People
	• Keysight Compliance Hotline
	• Keysight CSR Management System
	• Keysight CSR Web Site
	• Keysight Standards of Business Conduct
	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy

GRI 411-1. Incidents of Violations Involving Rights of Indigenous Peoples	FY2022	FY2021	FY2020
Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period	0	0	0
Incident(s)	There have been no recorded incidents involving the rights of indigenous people.	There were no identified violations of rights of indigenous people.	There were no identified violations of rights of indigenous people.

GRI 413: Local Communities		
GRI 413-MT. Management Approach: Local Communities		
	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 local communities 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the company's policies or commitments regarding local impact of operations	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Talent Acquisition, Retention & Development" and "Local Community" material aspects.
		The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System.
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Keysight CSR Management System

GRI Topic	GRI Standards Data Index Response & References

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

	Local community engagement, impact assessments, and development programs	Public disclosure of results of environmental and social impact assessments
	Percentage of operations with local community engagement, impact assessments, and/or development programs	
	Describe the availability of environmental or social impact assessments to the public	Keysight's key impact measures provide a framework to track the company's progress and commitment to supporting environmental sustainability, strengthening global communities, and employing ethical business governance and operational practices worldwide. In fiscal year 2021, we announced our commitment to net zero emissions in operations by 2040, including interim mid-term goals, and have made progress toward that goal as detailed in the environmental results section of this report. On the social impact and ethical governance front, Keysight's goals for fiscal year 2022 remained focused on short-term, one-year measures in support of continuous progress toward helping build a better planet. Results in our fiscal year 2022 include: • $284M+ In Value Committed to Strengthening Communities • 798K+ Students, Future Engineers, and Technology Skill Learners Engaged through STEM Education • 32.6% Global New Hires were Women • 49.1% U.S. New Hires were Underrepresented Minorities (URM) • ZERO Material Negative Impacts to the Income Statement from CSR-related Topics • Progress Made Toward Net Zero Emissions in Company Operations by End Fiscal Year 2040
	Additional Comments:	See our CSR Report for more details on impact goals and results.
	Reason for omission	Information unavailable/incomplete
	Required explanation	Keysight does not generally state the percentage of operations with implemented local community engagement, impact assessments, and/or development programs.
	References:	• 2022 CSR Report (Key Impact Goals section)
		• CSR - Our Communities
		• Keysight CSR Web Site

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

	Operations with significant actual and potential negative impacts on local communities	Keysight takes seriously its commitment to strong corporate citizenship and operating in a sustainable and compliant fashion. We are not aware of any actual or potential negative impacts on local communities.

GRI 414: Supplier Social Assessment	
GRI 414-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the company's 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 "Supply Chain Labor Standards" material aspects. Keysight's Supplier Code of Conduct establishes our expectations for suppliers, including ethical business practices, social responsibility, environmental sustainability, and product quality. We expect suppliers to adhere to our Supplier Code of Conduct, labor, and human rights practice in accordance with the International Labor Organization (ILO) and the UN Guiding Principles on Business and Human Rights. Keysight has programs in place to monitor and verify supplier conformance with the Supplier Code of Conduct as well as labor, human rights, and social responsibility requirements. The programs include communicating Keysight's requirements to all suppliers, conducting supplier assessments and audits to assess supplier compliance against the social responsibility requirements.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts	The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of the company's Plan>Do>Check>Act approach to evaluating the program components, accountabilities, and actions.
Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System
	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy
	• Statement on Eradication of Slavery and Human Trafficking
	• Supplier Code of Conduct

GRI 414-1. New Suppliers that were Screened Using Social Criteria	FY2022	FY2021	FY2020
Percentage of new suppliers screened	100%	100%	100%
Additional Comments:	Keysight is committed to compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the "California Act") and the Modern Slavery Act 2015 (effective October 29, 2015, the "UK Act"). We maintain Keysight's Supplier Code of Conduct and Human Rights and Labor Policy that strictly prohibit the use of slavery or human trafficking in our direct supply chain. All suppliers shall "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." We expect suppliers to abide by the bans on forced or compulsory labor set forth in International Labor Organization guidelines, including Article 2 of the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105. Suppliers shall also ensure respect for human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights. These policies and requirements will be cascaded to all new suppliers during the supplier onboarding process. All Keysight's purchase orders contan a reference to the Supplier Code of Conduct policy.	Keysight is committed to compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the "California Act") and the Modern Slavery Act 2015 (effective October 29, 2015, the "UK Act"). We maintain Keysight's Supplier Code of Conduct and Human Rights and Labor Policy that strictly prohibit the use of slavery or human trafficking in our direct supply chain. All suppliers shall "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." We expect suppliers to abide by the bans on forced or compulsory labor set forth in International Labor Organization guidelines, including Article 2 of the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105. Suppliers shall also ensure respect for human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights. These policies and requirements will be cascaded to all new suppliers during the supplier sourcing process. All Keysight's purchase orders contain a reference to the Supplier Code of Conduct policy.	Keysight is committed to compliance with the California Transparency in Supply Chains Act of 2010 (effective January 1, 2012, the "California Act") and the Modern Slavery Act 2015 (effective October 29, 2015, the "UK Act"). We maintain Keysight's Supplier Code of Conduct and Human Rights and Labor Policy that strictly prohibit the use of slavery or human trafficking in our direct supply chain. All suppliers shall "comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking." We expect suppliers to abide by the bans on forced or compulsory labor set forth in International Labor Organization guidelines, including Article 2 of the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105. Suppliers shall also ensure respect for human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights (the "UN Guiding Principles"). These policies and requirements will be cascaded to all new suppliers during the supplier sourcing process. All Keysight's purchase orders contain a reference to the Supplier Code of Conduct policy.
References:	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy	• Keysight Technologies, Inc. Human Rights and Labor Standards Policy
	• Purchase Order Terms and Conditions	• Purchase Order Terms and Conditions	• Purchase Order Terms and Conditions
	• Statement on Eradication of Slavery and Human Trafficking	• Statement on Eradication of Slavery and Human Trafficking	• Statement on Eradication of Slavery and Human Trafficking
	• Supplier Code of Conduct (pages 5-7)	• Supplier Code of Conduct (pages 5-6)	• Supplier Code of Conduct (pages 5-6)

GRI Topic	GRI Standards Data Index Response & References		
GRI 414-2. Negative Social Impacts in the Supply Chain and Actions Taken	**FY2022**	**FY2021**	**FY2020**
Number of suppliers assessed for social impacts	7	2	1
Number of suppliers identified as having significant actual and potential negative social impacts	2	0	0
Significant actual and potential negative social impacts identified in the supply chain	As the result of audits in 2022, we 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.	Keysight is unaware of any suppliers having significant actual and potential negative impacts social impact in the supply chain.	Keysight is unaware of any suppliers having significant actual and potential negative impacts social impact in the supply chain.
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	28	0	0
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
Additional Comments:	In 2022, 15 supplier audits were conducted according to the RBA Validated Assessment Program (VAP) Protocol. These audits uncovered two cases of priority non-conformances which is related to the subsection of freely chosen employment. The supplier completed a Corrective Action Plan (CAP) to address the finding and a closure audit was scheduled (to begin in 2023) to verify if the situation is remediated. For other non-conformances identified during audits, suppliers are required to provide CAPs for each non-conformance. All CAPs are required to be implemented and completed by the supplier following the overall CAP timeline as defined in the RBA VAP protocol. Keysight's internal audit team will review and monitor the status of all non-conformances until closure of the CAPs. Additionally, we engaged a third-party consultant to perform an in-depth CSR assessment of our suppliers against industry-wide corporate social responsibility practices. This assessment covered 21 sustainability criteria from the themes of Environment, Ethics, Labor & Human Rights, and Sustainable procurement.	Based on the audit results in fiscal year 2021, we did not observe any significant negative social impact during the audit. In addition, Keysight also sent out 135 supplier compliance questionnaires to our key suppliers in fiscal year 2021 to ensure greater social compliance with our supply chain. All required corrective actions which were identified during the audit were reviewed and monitored by Keysight's internal audit team before putting closure on the corrective actions. In fiscal year 2021, we also engaged a third-party consultant to perform an in-depth Corporate Social Responsibility (CSR) assessment to our suppliers against industry CSR practices. The suppliers' CSR performance will be reviewed during supplier performance reviews.	Based on the audit result in fiscal year 2020, we do not observe any significant negative social impact during the audit. In addition, Keysight also triggered 137 supplier compliance questionnaires in fiscal year 2020 to ensure greater social compliance with our supply chain for our key suppliers. All required corrective actions which were identified during the audit were reviewed and monitored by Keysight internal audit team before providing closure on the corrective actions.
References:	• RBA Validated Assessment Program (VAP) Operations Manual		

GRI Topic	GRI Standards Data Index Response & References
GRI 415: Public Policy	
GRI 415-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the company's policies or commitments regarding lobbying practices	Keysight has not identified "Lobbying Practices" 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 our customers have access to affordable, innovative, and sustainable technological solutions. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System

GRI Topic	GRI Standards Data Index Response & References		
GRI 415-1. Political Contribution	**FY2022**	**FY2021**	**FY2020**
Recipient/beneficiary	0	0	0
Additional Comments:	Keysight complies with all provisions of the Lobbying Disclosure Act (LDA) of 1995 (2 U.S.C. § 1601) and all applicable amendments. Keysight files all required LD-203 forms on Political Contributions and LD-2 forms on Lobbying Activities during a quarterly and semi-annual basis.	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.	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.
Reason for omission	Not applicable	Not applicable	Not applicable
Required explanation	Keysight does not disclose country or monetary value of political contributions. • Keysight may not use its corporate funds or assets for U.S. federal political contributions. Keysight may establish an independent entity that solicits individual contributions from Keysight managers to support selected candidates in federal campaigns. In the U.S. • Keysight makes contributions to state candidates and state and local ballot measures only upon approval of the Keysight Corporate Relations team. No contributions are made to local candidates. • Keysight funds or assets may not be used for political contributions outside the U.S., even where permitted by local law, without approval from Keysight's Legal Department and Corporate Relations team, and prior written approval from a member of Keysight's Executive Staff. • Keysight's programs and contributions in these areas are managed by Keysight's Director of Government Affairs. • These restrictions are not meant to discourage employees from making personal contributions to political candidates of their choice. However, Keysight will not reimburse its employees for their personal contributions	Keysight does not disclose country or monetary value of political contributions. • Keysight may not use its corporate funds or assets for U.S. federal political contributions. Keysight may establish an independent entity that solicits individual contributions from Keysight managers to support selected candidates in federal campaigns. In the U.S. • Keysight makes contributions to state candidates and state and local ballot measures only upon approval of the Keysight Corporate Relations team. No contributions are made to local candidates. • Keysight funds or assets may not be used for political contributions outside the U.S., even where permitted by local law, without approval from Keysight's Legal Department and Corporate Relations team, and prior written approval from a member of Keysight's Executive Staff. • Keysight's programs and contributions in these areas are managed by Keysight's Director of Government Affairs. • These restrictions are not meant to discourage employees from making personal contributions to political candidates of their choice. However, Keysight will not reimburse its employees for their personal contributions	Keysight does not disclose country or monetary value of political contributions. • Keysight may not use its corporate funds or assets for U.S. federal political contributions. Keysight may establish an independent entity that solicits individual contributions from Keysight managers to support selected candidates in federal campaigns. In the U.S. • Keysight makes contributions to state candidates and state and local ballot measures only upon approval of the Keysight Corporate Relations team. No contributions are made to local candidates. • Keysight funds or assets may not be used for political contributions outside the U.S., even where permitted by local law, without approval from Keysight's Legal Department and Corporate Relations team, and prior written approval from a member of Keysight's Executive Staff. • Keysight's programs and contributions in these areas are managed by Keysight's Director of Government Affairs. • These restrictions are not meant to discourage employees from making personal contributions to political candidates of their choice. However, Keysight will not reimburse its employees for their personal contributions.
References:	• Lobbying Disclosure	• Lobbying Disclosure	• Lobbying Disclosure

GRI Topic	GRI Standards Data Index Response & References

GRI 416: Customer Health and Safety

GRI 416-MT. Management Approach: Customer 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 customer 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the company's policies or commitments regarding customer welfare in products	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" material aspect. Keysight is committed to ensuring our products and solutions comply with applicable safety and regulatory requirements; which contributes to the health and safety of our customers. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. Details on individual CSR-related policies, processes and procedures are managed and communicated by respective owning functions identified in the CSR Management System. In line with the Keysight Quality Policy, we ensure that all our products and solutions comply with applicable safety and regulatory requirements. When applicable, Keysight equipment is safety certified by a Nationally Recognized Testing Laboratory. This assures such equipment completes all necessary routine safety tests before being released for customer shipments. The Keysight General Specification for the Environment (GSE) sets restrictions on substances being present in the materials used in our solutions.
	Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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. The Keysight Quality Director evaluates, at the top level, the company's quality management approach and addresses any concerns through annual initiatives as appropriate. Keysight is proactively engaged in the development of new regulations and standards relevant to our market segments.
	Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Keysight CSR Management System
		• Keysight Technologies General Specification for the Environment
		• Keysight Technologies Quality Policy

		FY2022	FY2021	FY2020
GRI 416-1. Assessment of the Health and Safety Impacts of Product and Service Categories				
	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	100%	100%	100%
	Additional Comments:	Keysight's quality and environmental policies mandate we provide products and services that meet legal and regulatory requirements, including applicable environmental, health, and safety standards. Keysight is committed to a continuous improvement of the environmental aspects and impacts of our products as demonstrated by Keysight's ISO 14001 and 9001 certificates, which are regularly audited by an external party.	Keysight's quality and environmental policies mandate we provide products and services that meet legal and regulatory requirements, including applicable environmental, health, and safety standards. Keysight is committed to a continuous improvement of the environmental aspects and impacts of our products as demonstrated by Keysight's ISO 14001 and 9001 certificates, which are regularly audited by an external party.	Keysight's quality and environmental policies mandate we provide products and services that meet legal and regulatory requirements, including applicable environmental, health, and safety standards. Keysight is committed to a continuous improvement of the environmental aspects and impacts of our products as demonstrated by Keysight's ISO 14001 and 9001 certificates, which are regularly audited by an external party.
	References:	• ISO 14001:2015 Certificate • ISO 9001:2015 Certificate • Keysight Technologies Quality Policy	• ISO 14001:2015 Certificate • ISO 9001:2015 Certificate • Keysight Technologies Quality Policy	
GRI 416-2. Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services		FY2022	FY2021	FY2020
	Total number of incidents of non-compliance with health and safety regulations resulting in a fine or penalty	0	0	0
	Total number of incidents of non-compliance with health and safety regulations resulting in a warning	0	0	0
	Total number of incidents of non-compliance with voluntary codes for health and safety	0	0	0
	Additional Comments:	Keysight did not receive any regulatory non-compliance notices for the reporting period.	Keysight did not receive any regulatory non-compliance notices for the reporting period.	Keysight did not receive any regulatory non-compliance notices for the reporting period.

GRI 417: Marketing and Labeling	
GRI 417-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
Describe the company's policies or commitments regarding responsible marketing	Keysight has identified this GRI material topic based on alignment with the company's material CSR aspects. This material topic most aligns with Keysight's "Ethical Business Practices" material aspect. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high-level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope, and accountability. In addition, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting our 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. All products are labelled in accordance with our quality policy and meet regulatory requirements where sold.
Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
References:	• Keysight CSR Management System

GRI 417-1. Requirements for Product and Service Information and Labeling	FY2022	FY2021	FY2020
The sourcing of components of the product or service	No	No	No
Content, particularly with regard to substances that might produce an environmental or social impact	Yes	Yes	Yes
Safe use of the product or service	Yes	Yes	Yes
Disposal of the product and environmental/social impacts	Yes	Yes	Yes
Percentage of significant product or service categories covered by and assessed for compliance with such procedures	90%	90%	90%
Additional 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 General Specifications for Environment (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 wheelie bin symbol to help assure proper disposal. The company operates an end-of-life customer returns system. In addition, Keysight provides end-of-life management options where legally required. Reuse programs are offered for selected Keysight products. These programs address the requirements of the European WEEE (Waste from Electrical & Electronic Equipment) Directive.	Keysight complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Keysight. Annually, Keysight communicates materials specifications through the "General Specifications for Environment" to its suppliers which sets general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging that are incorporated into Keysight products. This specification ensures compliance with global regulations and minimizes the environmental impact of its products. Keysight, OEM products and battery labels include the crossed-out wheelie bin symbol to help assure proper disposal. The company operates an end-of-life customer returns system. In addition, Keysight provides end-of-life management options where legally required. Reuse programs are offered for selected Keysight products. These programs address the requirements of the European WEEE (Waste from Electrical & Electronic Equipment) Directive. Please see Keysight's Take Back Program.	Keysight complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Keysight. Annually, Keysight communicates materials specifications through the "General Specifications for Environment" to its suppliers which sets general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging that are incorporated into Keysight products. This specification ensures compliance with global regulations and minimizes the environmental impact of its products. Keysight, OEM products and battery labels include the crossed-out wheelie bin symbol to help assure proper disposal. The company operates an end-of-life customer returns system. In addition, Keysight provides end-of-life management options where legally required. Reuse programs are offered for selected Keysight products. These programs address the requirements of the European WEEE (Waste fromElectrical & Electronic Equipment) Directive. Please see Keysight's Take Back Program.
References:	• Keysight Product Take Back Program (WEEE)	• Keysight Product Take Back Program (WEEE)	• Keysight Product Take Back Program (WEEE)

GRI 417-2. Incidents of Non-Compliance Concerning Product and Service Information and Labeling	FY2022	FY2021	FY2020
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a fine or penalty	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
Total number of incidents of non-compliance with voluntary codes for product and service information and labeling	0	0	0
Additional Comments:	Keysight had no incidents of non-compliance regarding products or non-compliance issues regarding labeling. In addition, Keysight did not have any non-compliance incidents for product-related claims during the reporting period.	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.	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.
GRI 417-3. Incidents of Non-Compliance Concerning Marketing Communications	FY2022	FY2021	FY2020
Total number of incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Total number of incidents of non-compliance with regulations resulting in a warning	0	0	0
Total number of incidents of non-compliance with voluntary codes	0	0	0
Additional Comments:	Keysight has not received any notifications or indications of non-compliance.	Keysight has not received any notifications or indications of non-compliance.	Keysight has not received any notifications or indications of non-compliance.

	GRI Topic	GRI Standards Data Index Response & References
GRI 418: Customer Privacy		
GRI 418-MT. Management Approach: 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 development of innovations in communications, automotive, and energy in support of clean technology, social impact and wellness, and safety and security.
	Describe the company's policies or commitments regarding data privacy	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 "Data Privacy & Security" material aspect. The Keysight Corporate Social Responsibility (CSR) Management System document provides a high level overview of the approach to managing CSR at Keysight. It includes an explanation of how the organization manages CSR, the purpose of the approach and description of related programs, policies, goals, tracking, scope and accountability. In addition, Keysight's Ethics Management System governs the company's ethics and compliance program while supporting our 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, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive 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 our commitment to transparency, sustainability, and legal compliance.
	Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures	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 our CSR Materiality assessment and planning.
	Additional Comments:	Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refer to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.
	References:	• Keysight CSR Management System

GRI Topic	GRI Standards Data Index Response & **References**		
GRI 418-1. Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	**FY2022**	**FY2021**	**FY2020**
Total number of complaints concerning breaches of customer privacy - Complaints recieved from outside parties and substantiated by the organization	0	0	0
Total number of complaints concerning breaches of customer privacy -Complaints from regulatory bodies	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0

SASB
Index

2022 Sustainability Accounting Standards Board (SASB) Data Disclosure

Published in May 2023, this data has been 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). These disclosures are related to Keysight's sustainability performance in fiscal year 2022 for the period of November 1, 2021 through October 31, 2022.

SASB Topic	Code	Metric	FY2022 Response & References

General Disclosure

General Disclosure

Number of Manufacturing Facilities	TC-ES-000.A	Number of manufacturing facilities	16
Number of Employees	TC-ES-000.C; RT-EE-000.B	Total number of employees	15,952
		Additional Comments:	Total number of employees includes those that are active, on leave of absence and all employee types (regular, intern and internal temporary worker)

Ethics and Integrity

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 behavior.	**Description of policies and practices for prevention of corruption and bribery:** Keysight is committed to complying with applicable anticorruption laws worldwide, including the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. While the company's anticorruption efforts are led by the Compliance team within the Legal Department, all Keysight employees are responsible for ensuring the company avoids any attempted, actual or perceived bribery. Keysight maintains a written policy against corruption that prohibits promising, offering, or giving to, or receiving from, any individual anything of value or personal benefit with the expectation of receiving a favor, a grant of business, or any other business advantage in return. Such actions are sometimes referred to as bribes, kickbacks, or improper quid pro quos. Keysight's approach to anticorruption compliance has three main aspects: policies, training and assessments. Keysight's Standards of Business Conduct (SBC) addresses bribery and corruption, and the company maintains a standalone anticorruption policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with anticorruption laws. Both our annual SBC and sales compliance courses have touched upon or focused on anticorruption in the past. Keysight also conducts regular risk assessments aimed at determining the company's corruption and bribery risk. These include due diligence reviews of Keysight resellers, online surveys of employees on spending and sales practices, and top-down risk assessments of business units with Keysight executives. In addition to all of these efforts, Keysight also includes specific contract provisions for its resellers explicitly requiring adherence to the FCPA and UK Bribery Act. **Description of policies and practices for prevention of anti-competitive behavior:** Keysight is committed to complying with applicable competition laws worldwide. While the company's Compliance team within the Legal Department leads Keysight's antitrust compliance efforts, all Keysight employees are responsible for ensuring the company avoids any attempted, actual or perceived violation of competition laws. Keysight maintains a comprehensive Antitrust and Competition Law Compliance Manual, which provides guidance and examples to help employees understand and comply with these often complex requirements. Keysight's approach to competition law compliance has three main aspects: policies, training and assessments. Keysight's Standards of Business Conduct addresses competition law, 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, online surveys of employees on spending and sales practices, 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.
		References:	• Keysight Standards of Business Conduct
			• Keysight Global Anti-Corruption Policy Summary

SASB Topic	Code	Metric	FY2022 Response & References
Reporting Practice			
Percentage of Production from Owned Facilities	TC-HW-000.C	The entity shall disclose the percentage of production from its own manufacturing facilities.	84%
		Additional Comments:	Percentage of production is based on square feet of manufacturing facilities.
Manufacturing Footprint	TC-ES-000.B, TC-HW-000.B	Manufacturing facilities in square feet (ft2)	4,207,608.00 ft²
		Additional Comments:	For fiscal year 2022, Keysight adjusted its definition of manufacturing facilities to include all sites within operational control classified as factory organizations from the company's financial inventory organization. Previously, Keysight reported only the 10 sites with the most factory worker employees. This change in definition increased Keysight's site count, which resulted in an increase in area. Area of facilities used for energy intensity: Square footage based on all sites within Keysight's operational control boundary.
Management Approach			
Management Approach			
Advertising and Privacy Discussion	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy.	Keysight's Global Data Privacy Policy details enterprise-wide requirements for processing personal data with a commitment to comply with the laws and regulations of each country where Keysight conducts business. Keysight designed its Standards of Business Conduct and other policies and procedures to meet data privacy legal and regulatory standards.
		References:	• Keysight Security
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	All facilities: 15% High-risk facilities: 13%
		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 Self-Assessment Questionnaire (SAQ) to assess its key suppliers' compliance status. In addition, Keysight engaged a third-party consultant to perform an in-depth Corporate Social Responsibility (CSR) assessment of the company's suppliers against industrial CSR practices. Suppliers who score below the satisfactory score are considered high-risk facilities. Audits are conducted according to the RBA Validated Assessment Program (VAP) Protocol. Either a third-party auditor or a Keysight internal auditor trained and certified in social and environmental auditing in accordance with the RBA VAP Protocol conduct this comprehensive auditing program. During the audit, the auditor will review policy and procedure documentation, walk through production areas, canteens, and dormitories, and interview workers and management. The supplier is required to provide Corrective Action Plans (CAPs) for each non-conformance identified during the audit. All CAPs will be implemented and completed by suppliers following the Overall CAP Timeline as defined in the RBA VAP Protocol. Keysight's internal audit team will review and monitor the status of each CAP until their closure.
		Additional Comments:	Keysight is an Affiliate Member of the Responsible Business Alliance (RBA). The company embraces the RBA Code of Conduct as part of its Corporate Social Responsibility (CSR) program, supports the vision and goals of the RBA, and is committed to making progress toward RBA Code of Conduct compliance. 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
			• RBA Validated Assessment Program (VAP) Operations Manual
			• Supplier Code of Conduct

SASB Topic	Code	Metric	FY2022 Response & References
Tier 1 Suppliers' Non-Conformance Rate	TC-HW-430a.2	Tier 1 suppliers' (1) nonconformance rate with the RBA Validated Audit Process (VAP) or equivalent for (a) priority nonconformances and (b) other non-conformances	Rate of non-conformance: priority non-conformances: 0.60 Rate of non-conformance: major non-conformances: 4.80 Rate of non-conformance: minor non-conformances: 1.30
		Tier 1 suppliers' (2) associated corrective action rate for (a) priority nonconformances and (b) other non-conformances	Corrective action rates: priority non-conformances: 100 Corrective action rates: major non-conformances: 100 Corrective action rates: minor non-conformances: 100
		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 according to the RBA Validated Assessment Program (VAP) Protocol. Either a third-party auditor or a Keysight internal auditor trained and certified in social and environmental auditing in accordance with the RBA VAP Protocol conduct this comprehensive auditing program. During the audit, the auditor will review policy and procedure documentation, walk through production areas, canteens, and dormitories, and interview workers and management. The supplier is required to provide Corrective Action Plans (CAPs) for each non-conformance identified during the audit. All CAPs will be implemented and completed by suppliers following the Overall CAP Timeline as defined in the RBA VAP Protocol. Keysight's internal audit team will review and monitor the status of each CAP until their closure.
		References:	• RBA Validated Assessment Program (VAP) Operations Manual
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	% of all manufacturing facilities audited in compliance with the RBA VAP protocol: 0% % of high risk manufacturing facilities audited in compliance with the RBA VAP protocol: 0% % of Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP: 15% % of high risk Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP: 13%
		Additional Comments:	The rates related to manufacturing facilities are not applicable as no RBA VAP was conducted in fiscal year 2022.
		Disclose equivalent code of conduct, if used, and how the criteria of the code of conduct are equivalent to those of the RBA VAP	1. Manufacturing facility - No RBA Validated Assessment Program (VAP) was conducted in fiscal year 2022. 2. Tier-1 supplier manufacturing facilities - Keysight utilizes the RBA Self-Assessment Questionnaire (SAQ) to assess its key suppliers' compliance status. In addition, Keysight engaged a third-party consultant to perform an in-depth Corporate Social Responsibility (CSR) assessment of the company's suppliers against industrial CSR practices. Suppliers who score below the satisfactory score are considered high-risk facilities. Each high-risk facility will be audited according to the RBA VAP Protocol. Either a third-party auditor or a Keysight internal auditor trained and certified in social and environmental auditing in accordance with the RBA VAP Protocol conduct this comprehensive auditing program. During the audit, the auditor will review policy and procedure documentation, walk through production areas, canteens, and dormitories, and interview workers and management. The supplier is required to provide Corrective Action Plans (CAPs) for each non-conformance identified during the audit. All CAPs will be implemented and completed by suppliers following the Overall CAP Timeline as defined in the RBA VAP Protocol. Keysight's internal audit team will review and monitor the status of each CAP until their closure.
		References:	• RBA Validated Assessment Program (VAP) Operations Manual

SASB Topic	Code	Metric	FY2022 Response & References
Non-conformance rate with RBA VAP	TC-ES-320a.2	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, broken down for (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: 0 Rates of other non-conformance with the RBA VAP for your manufacturing facilities: 0 Rates of priority non-conformance with the RBA VAP for tier 1 supplier manufacturing facilities: 0.6 Rates of other non-conformance with the RBA VAP for tier 1 supplier manufacturing facilities: 6.1
		Additional Comments:	The rates related to manufacturing facilities are not applicable as no RBA VAP was conducted in fiscal year 2022.
		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	1. Manufacturing facilities - No RBA Validated Assessment Program (VAP) audits were conducted in fiscal year 2022. 2. Tier-1 supplier manufacturing facilities - Audits are conducted according to the RBA VAP Protocol. Either a third-party auditor or a Keysight internal auditor trained and certified in social and environmental auditing in accordance with the RBA VAP Protocol conduct this comprehensive auditing program. During the audit, the auditor will review policy and procedure documentation, walk through production areas, canteens, and dormitories, and interview workers and management. The supplier is required to provide Corrective Action Plans (CAPs) for each non-conformance identified during the audit. All CAPs will be implemented and completed by suppliers following the Overall CAP Timeline as defined in the RBA VAP Protocol. Keysight's internal audit team will review and monitor the status of each CAP until their closure.
		Additional Comments:	Keysight is an Affiliate Member of the Responsible Business Alliance (RBA). The company embraces the RBA Code of Conduct as part of its Corporate Social Responsibility (CSR) program, supports the vision and goals of the RBA, and is committed to making progress toward RBA Code of Conduct compliance. 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 • RBA Validated Assessment Program (VAP) Operations Manual • Supplier Code of Conduct
Economic			
Economic Performance			
Customer Privacy Legal Losses	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Total monetary loses: 0 Monetary loses from adjudicative proceedings: 0 Monetary liabilities to opposing parties or others, including fines, as a result of civil actions, regulatory proceedings, and criminal actions brought by any entity: 0

SASB Topic	Code	Metric	FY2022 Response & References
Procurement Practices			
Critical Materials Management	RT-EE-440a.1; TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	Keysight General Specification for the Environment establishes 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. Keysight expects its suppliers will ensure the goods provided to Keysight comply with this specification. In compliance with EU Regulation 1272/2008/EC regarding Classification, Labelling and Packaging, Keysight also requires its suppliers to identify, classify, pack and label chemical substances and mixtures and other materials that are a hazard to humans or to the environment according to Keysight's Statement on Classification, Labelling and Packaging. Keysight's direct materials suppliers shall comply with the EU Restriction of Hazardous Substances (RoHS) Directive to eliminate potentially harmful materials in its products while ensuring high product quality and reliability. In addition, Keysight continues its participation in the Responsible Minerals Initiative (RMI) and aligns with RMI's Conflict Minerals Program and Cobalt Initiative. Keysight engaged a third-party consultant to collect Conflict Mineral Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT) responses from its suppliers. Keysight maintains close relationships with its suppliers to meet the company's responsible and conflict-free mineral sourcing goals. Keysight publishes an SEC annual disclosure report and a due diligence plan concerning conflict minerals, these reports are publicly accessible through the Keysight company website.
		References:	• Keysight Conflict Minerals Report Form SD
			• Keysight Technologies General Specification for the Environment
			• Keysight Technologies Statement on Conflict Minerals
			• Keysight Technologies Statement on Responsible Cobalt Sourcing
			• Keysight Technologies Statement on Restriction of Hazardous Substances (RoHS) Directives
			• Keysight Technologies Supplemental Specification for Purchased Direct Materials Special Instructions for RoHS
Anti-Corruption			
Bribery and Corruption Litigation	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0.00 USD
Anti-Competitive Behavior			
Anti-Competitive Behavior Litigation	RT-EE-510a.3; TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	Total monetary loses: 0 Monetary loses from adjudicative proceedings: 0 Monetary liabilities to opposing parties or others, including fines, as a result of civil actions, regulatory proceedings, and criminal actions brought by any entity: 0
Other: Economic			
Product Recalls	RT-EE-250a.1	Number of recalls issued, total units recalled	Keysight equipment is not in scope of the U.S. consumer safety commission activities as we produce industrial/professional equipment only.
Units Produced	RT-EE-000.A	Number of units produced by product category	Keysight produces professional test and measurement equipment and is part of RT-EE-000.A, however we do not publicly disclose the number of units produced.

SASB Topic	Code	Metric	FY2022 Response & References
Environmental			
Materials			
Declarable Substances	RT-EE-410a.1	Percentage of products sold during the reporting period that contain IEC 62474 declarable substances	100%
		Discussion of approach to managing the use of IEC 62474 declarable 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.
		Describe any overlap with other regulations on potentially toxic substances	Keysight also meets EU Restriction of Hazardous Substances (RoHS) and EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) requirements.
		Additional 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.
		References:	• Environmental Compliance Framework
			• Keysight Technologies General Specification for the Environment
Product Reporting	TC-HW-410a.2	Discussion of efforts to incorporate environmentally focused principles into product design	Keysight products are outside the scope of Electronic Product Environmental Assessment Tool (EPEAT), a global ecolabel for the IT sector. Keysight produces test and measurement equipment for commercial customers.
Energy Management			
Energy Use by Source	RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Total amount of energy used (GJ): 842,949 % of energy supplied from grid electricity: 73.19 % of energy supplied from renewable energy: 0.51
		Conversion factors for all energy types, including biofuels	**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.
		References:	• FY 2022 Scopes 1, 2, 3 GHG Verification Statement
			• Keysight Commits to Science Based Targets Initiative
			• Keysight Technologies Net Zero Emissions in Company Operations
			• Keysight's Environmental, Health & Safety Commitment
			• Keysight's Response to Climate Change

SASB Topic	Code	Metric	FY2022 Response & References
Effluents and Water			
Hazardous Waste Generated and Recycled	RT-EE-150a.1; TC-ES-150a.1	Amount of hazardous waste generated, percentage recycled	Total Generated: 286.10 Metric tons Total Recycled: 129.12 Metric tons Percentage Recycled: 45 Percentage incinerated: 7
		References:	• Keysight's Environmental, Health & Safety Commitment
Water Use and Sources	TC-ES-140a.1	Total water withdrawn from all sources, in thousands of cubic meters	711
		Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Water Source: Groundwater: 0% Water Source: Third-Party Water: 100% Total water consumed in operations, in thousands of cubic meters: 168 Percentage of total water consumed in areas with High or Extremely High Baseline Water Stress (%): 37.1 Percentage of total water that is withdrawn in areas with High or Extremely High Baseline Water Stress (%): 18.98
		Additional Comments:	Historical water data were incorrectly reported in the fiscal year 2021 disclosure, due to the following instances: • Keysight maintains water treatment facilities at three locations, which include discharge of third-party treated water. In last year's disclosure the treated water discharge was added to the wastewater (sewer) discharge. However, the wastewater data was inclusive of the treated water discharge. Therefore, the company's third-party water discharge amount was overstated, and water consumption was understated, for fiscal year 2021. • Keysight provided the data as cubic meters instead of thousands of cubic meters. Keysight overstated our water withdrawal, discharge, and consumption. • The percentage of water consumed by water source was reported as the percentage of water withdrawn instead of water consumed. The corrected fiscal year 2021 data are listed below: • Total water withdrawn from all sources, in thousands of cubic meters: 754.47 • Water Source: Groundwater: 0% • Water Source: Third-Party Water: 100% • Total water consumed in operations, in thousands of cubic meters: 149.55 • Percentage of total water consumed in areas with High or Extremely High Baseline Water Stress (%): 30.2%

SASB Topic	Code	Metric	FY2022 Response & References
		Identify activities that consume water in areas with High or Extremely High Baseline Water Stress	Water Consumption = Water Withdrawal - Water Discharge Data for water stressed categories are sites that are in high or extremely high baseline water stress areas. Data from water bills provided by Municipal water suppliers. Keysight uses the World Resources Institute (WRI) Aqueduct Water Risk Atlas to determine water stress. The company inputs the location of all sites under Keysight operational control for water-related activities to determine the water stress level. Keysight considers sites to be in areas with water stress if their 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.
		Additional Comments:	Keysight uses water directly in operational processes including wafer fabrication and micro part processing at manufacturing sites. The company also uses water indirectly 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 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 Keysight operations and the communities where Keysight operates. Therefore, Keysight is committed to acting responsibly by maintaining and continually improving its environmental sustainability and management systems, including water stewardship, to support business operations 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 reclamation 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 2022. Please refer to the attached relevant Verification Opinion Declaration.
		References:	• 2022 CSR Report ("The Environment" section)
			• FY 2022 Water Independent Limited Assurance Statement
			• Keysight's Water Use and Stewardship
Environmental Compliance			
End-of-Life Product Management	TC-HW-410a.4; TC-ES-410a.1	Weight of end-of-life products and e-waste recovered, percentage recycled.	Many of Keysight's customers utilize their own recycling programs rather than returning their end-of-life products to Keysight. Keysight received its most recent product take-back request from a customer in 2016. 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

SASB Topic	Code	Metric	FY2022 Response & References
Other: Environmental			
Reportable Spills	RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Total number: 0 Quantity kg : 0
			Total soil: 0 Quantity kg : 0
			Total water: 0 Quantity kg : 0
			Total past: 0 Quantity kg : 0
			Quantity recovered kg: 0
		Discuss activities to remediate spills that occurred in years prior to the reporting period but for which remediation activities are ongoing and long-term	None
ENERGY STAR® Products	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria.	Energy Star is only for consumer products and is not applicable to Keysight products.
Renewable Energy-related and Energy Efficiency-related Products	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products.	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.
Social			
Labor/Management Relations			
Employee Engagement	TC-SI-330a.2	Employee engagement as a percentage	83%
		Describe the source of your survey, the methodology used to calculate the percentage, and a summary of questions or statements included in the survey or study	In fiscal year 2022, Keysight conducted employee surveys using myVoice, a third-party platform utilizing a unique voting process to rank employee responses, so the most important ideas rise to the top. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used real-time to drive faster action and alignment around critical business topics. In 2022, the focus shifted to look at employee engagement. In this case, the ongoing pandemic workforce impact and need, specifically the employee's sense of belonging to their teams, company and sense of purpose. The survey also continued questions from the 2021 survey on diversity and inclusion. The response to the MyVoice Employee Engagement Pulse survey resulted in an all-time high of 10,500 participants, 10,400 comments and ideas with 9,634 votes towards the comments and ideas, with an 83% in positive results. Questions were asked to understand employees' sense of enthusiasm about the company's mission, feeling challenged to grow, using their strengths at work, and having a sense of connection and belonging amid changing COVID-19 pandemic challenges. The survey also created awareness with managers that stress management was an area where they needed to put more focus. The combination of COVID, the survey feedback results, and the follow-up conversations between managers and teams drove managers to heighten their focus on employee engagement, diversity, and inclusion with 78% responding yes on whether their team reviewed or received team/organization-specific communication with actionable plans for improvements. Keysight is committed to continue the momentum with its employee voice efforts and increase participation in 2023.
		When the survey methodology has changed compared to previous reporting years, indicate results based on both the old and new methods for the year in which the change is made	The myVoice platform takes the pulse of Keysight employees in a quick, modern and engaging way. Keysight can design different themes to survey employees. With myVoice, employees can not only scale their satisfaction level, but also share and prioritize their feedback anonymously on a specific topic. Prioritized feedback can be used real-time to drive faster action and alignment around critical business topics.
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 as a result of work stoppages: 0

SASB Topic	Code	Metric	FY2022 Response & References		
Occupational Health and Safety					
Direct and Contract Employee Incident Rate	TC-ES-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Total recordable incident rate (TRIR) for direct employees: 0.96 Near miss frequency rate (NMFR) for direct employees: 0.42 Keysight does not maintain TRIR or NMFR for contract employees.		
		Disclose process for classifying, identifying, and reporting near misses	Number of work-related injury/illness cases that were not OSHA-recordable (e.g., no lost or restricted time, no treatment beyond first aid, no hospitalization).		
Diversity and Equal Opportunity					
Employee Representation - Gender	TC-HW-330a.1; TC-SI-330a.3	Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: US Employees	**Management** Total Employees: 708 Male: 75.8% Female: 24.2% Not Disclosed/Available: 0%	**Technical Staff** Total Employees: 2,784 Male: 84.2% Female: 15.8% Not Disclosed/Available: 0%	**All other employees** Total Employees: 1,769 Male: 56.6% Female: 43.4% Not Disclosed/Available: 0%
		Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: Non-US Employees	**Management** Total Employees: 1,083 Male: 75.4% Female: 24.6% Not Disclosed/Available: 0%	**Technical Staff** Total Employees: 4,796 Male: 81.6% Female: 18.4% Not Disclosed/Available: 0%	**All other employees** Total Employees: 3,822 Male: 46.4% Female: 53.6% Not Disclosed/Available: 0%
		Breakout of workforce by region	**Americas** Total Employees: 5,485 Male: 73.95% Female: 26% Other: 0% Non-Binary: 0% Not Disclosed/Available: 0%	**EMEA** Total Employees: 2,822 Male: 76.8% Female: 23.2% Other: 0% Non-Binary: 0% Not Disclosed/Available: 0%	**Asia Pacific** Total Employees: 6,655 Male: 62.5% Female: 37.5% Other: 0% Non-Binary: 0% Not Disclosed/Available: 0%
Employee Representation - Race/Ethnicity	TC-HW-330a.1; TC-SI-330a.3	Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: US Employees	**Management** Total Employees: 708 Asian: 23.87% Black or African American: 1.41% Hispanic or Latino: 6.21% White: 66.67% Other: 1.84% Not Disclosed/Available: 0%	**Technical Staff** Total Employees: 2,784 Asian: 26.9% Black or African American: 2.12% Hispanic or Latino: 7.94% White: 58.58% Other: 4.45% Not Disclosed/Available: 0%	**All other employees** Total Employees: 1,769 Asian: 13.23% Black or African American: 3.17% Hispanic or Latino: 13.28% White: 66.25% Other: 3.96% Not Disclosed/Available: 0.11%
		Percentage of gender representation for (1) management, (2) technical staff, and (3) all other employees: Non-US Employees	Management Total Employees: 1,083 Technical Staff Total Employees: 4,796 All other employees Total Employees: 3,822		
		Breakout of workforce by region	Americas Total Employees: 5,485 EMEA Total Employees: 2,822 Asia Pacific Total Employees: 6,655		

SASB Topic	Code	Metric	FY2022 Response & References
Security Practices			
Data Security Policies	TC-HW-230a.1; TC-SI-230a.2	Approach to identifying vulnerabilities in the information systems that pose a data security risk	Keysight prioritizes information security. The company's Borderless Information Security Program applies an enterprise-wide, risk-based approach to information security that has foundations in industry standards and best practices. Keysight's information security operations and procedures provide a comprehensive Information Security Management System (ISMS) that enable the company to maintain the confidentiality, integrity, and availability of information and systems in its environment. The Borderless Information Security Program focuses on the following priorities: • **Risk Management and Compliance** - Keysight maintains worldwide operations and is subject to and complies with laws and regulatory requirements where the company conducts business. Using Keysight's enterprise-wide risk management programs and Information Security Review process, Keysight assesses, documents, monitors and reports information security risks. Based on this information, Keysight evaluates the likelihood and impact of harmful events and delivers recommendations regarding responses to the presented risks. • **Training and Awareness** - Keysight requires all employees to take annual security awareness training which includes training on information security. The company regularly deploys enterprise-wide phishing simulation tests with mandatory follow-up training and education as needed. Keysight based its information security policies on NIST SP 800-171 and apply them enterprise-wide. Keysight revies these policies at least annually and updates them as needed. Additionally, Keysight provides an easy mechanism for employees to report suspicious email messages to the information security team for additional investigation. • **Security Tools Optimization** - Keysight utilizes a variety of tools to protect its network and systems, including firewalls, intrusion detection and prevention systems, web content filtering protection, anti-virus and malware detection tools, system scans and full disk encryption. The company uses Security Information and Event Management (SIEM) to process logs and events. The SIEM correlates input from across the Keysight network and creates alerts when suspicious behavior is detected. • **Third Party Risk** - Keysight catalogues and reviews third-party access to its networks. Third parties are only granted the levels of access required to carry out their work. The company's Internal Audit organization performs audits to help identify potential control weaknesses, compliance concerns or operational inefficiencies in Keysight processes. • **Data Protection and Asset Management** -Keysight maintains an up-to-date inventory of assets with access to its networks and encrypt mobile devices and controls configurations of those devices. The company uses a database activity monitoring tool to identify and report fraudulent or suspicious activity. Keysight has documented disaster recovery plans and processes which are regularly reviewed and tested. • **Security Operations** - Keysight has multiple processes in place for detection and response to potential attacks, breaches, or disruptions, including the Security Operations Center which is a detected, in-house, 24x7 monitoring and response center.

SASB Topic	Code	Metric	FY2022 Response & References
		Approach to addressing identified data security risks and vulnerabilities	Keysight has a dedicated Chief Information Security Officer (CISO) who is responsible for the Information Security Management System (ISMS), including the legal, physical, and technical controls associated with that system. The CISO reports directly to the Company's Chief Information Officer (CIO). The CIO is the head of the Company's global information technology (IT) team which has an integrated governance structure consisting of a Senior Executive Committee, a Cyber Executive Committee, and Cyber Leaders. The Senior Executive Committee prioritizes the information technology components of strategic business imperatives and oversees IT capability and security programs. The Cyber Executive Committee reviews identified risks, sponsors initiatives to address risk and oversees security and compliance responses. Cyber leaders are management representatives from all functions and lines of business who are responsible for executing programs and initiates sponsored by the Executive Committee.
		Describe products and services, if relevant, that specifically enable enhanced data security for users or features	Faster, more reliable communications, connected devices, and AI technologies support emerging innovations across multiple applications, including crisis management, community security, healthcare, next-generation aeronautics, autonomous vehicles, and smart devices. Such applications connect and secure global communities by providing the technology needed to address privacy rights and safety threats quickly and efficiently. The ubiquitous use of networked data, devices and AI technologies for these purposes, however, also open the door to vulnerabilities that can result in new, unintended safety issues and privacy implications. Keysight solutions test performance, validate security, and monitor deployments of these technologies in real-time. This enables our customers to find and fix vulnerabilities before they impact operations, thereby maintaining end user safety, security and privacy as applications are scaled to connect and secure the planet.
		Observed trends in type, frequency, and origination of data security and information systems attacks	Cyber threats, particularly those related to ransomware and DDoS attacks, around the world continue to evolve with greater complexity, severity, and impact to businesses.
		Alignment with external standards or frameworks and/or legal or regulatory frameworks 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 Information Security Management System (ISMS) • UK Cyber Essentials PLUS Certification • PCI-DSS Certification • Enterprise-wide information security policies based on the NIST SP800-171 framework
		References:	• CSR - Our Solutions
			• Keysight Proxy Statement 2023
			• Keysight Borderless Information Security Program

SASB Topic	Code	Metric	FY2022 Response & References
Customer Privacy			
Customer Information Use	TC-SI-220a.2	Number of customers whose information is used for secondary purposes	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 Keysight collects, uses, shares, and protects customer and potential customer personal data.
		References:	• Keysight Technologies, Inc. Customer Privacy Statement
Data Breaches	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Total number of data breaches: 0 Percent of data breaches involving personally identifiable information: 0 Total number of unique customers affected by data breaches, including those whose personal data was compromised: 0 Describe the corrective actions taken in response to data breaches: Not Applicable
		Disclose policy for disclosing data breaches to affected customers in a timely manner	Processes are in place to notify impacted stakeholders during and after a reportable event.
		References:	• Keysight Borderless Information Security Program
Other: Social			
Customer Privacy Legal Losses	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	0.00 USD
Customer Privacy Legal Losses	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy.	Total monetary losses: 0 Monetary losses from adjudicative proceedings: 0 Monetary liabilities to opposing parties or others, including fines, as a result of civil actions, regulatory proceedings, and criminal actions brought by any entity: 0

Additional CSR Resources & Notices

Doran Beach, photographed by Keysight employee Craig Alness

Additional CSR Resources & Notices

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

- CSR Resources Hub

- Keysight Corporate Social Responsibility web page

- Key CSR Topic Documents

- CSR News, Awards, and Recognition

- Diversity, Equity, and Inclusion Year in Review 2022

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

Materiality References

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

Contact Us

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

Photo by Keysight employee Marty Grove

KEYSIGHT