Keysight Supports the UN SDGs

United Nations Sustainable Development Goals

Corporate Social Responsibility Vision

Keysight's Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world and by employing a global business framework of ethical, environmentally sustainable, and socially responsible operations. To achieve this vision, Keysight's business and CSR efforts are synergistic – positively impacting the global community through the company's solutions and services, as well as the CSR program. With focused actions in community prosperity across environmental and social aspects, Keysight's CSR efforts are well-aligned with the charter of the United Nations' Sustainable Development Goals (UN SDGs)[1].

Furthering our commitment to social responsibility and advancing the UN SDGs for the future, Keysight is a signatory of the UN Global Compact. Their universal principles on human rights, labor, environment, and anti-corruption align with our values and operational approach.

[1]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 of Member States.

KEYSIGHT

Key Impact Goals Focus Meaningful Support for Specific UN SDGs

Keysight's CSR efforts strive to strengthen global communities, support educational development, and enhance diversity, and improve the environment, all while maintaining ethical global business governance practices. The company tracks targeted key impact goals in environmental sustainability, social impact, and ethical governance, which align to specific UN SDGs.

Environmental sustainability

Our environmental sustainability target to achieve Net Zero emissions in company operations by end of fiscal year 2040, along with interim 2030 goals, is aligned to UN SDG 13 Climate Action. Keysight's Net Zero target is a decade ahead of the Paris Agreement's preferred goal to limit global warming to 1.5 degrees Celsius. In addition to the Scope 1 and Scope 2 emissions defined by our Net Zero goal, Keysight has committed to the Science Based Target initiative (SBTi) and prepared to submit SBTs across all scopes of emissions for validation.

Social impact

Keysight's social impact goals cross community prosperity; science, technology, engineering, and math (STEM) education engagement; and diversity, equity, and inclusion (DEI) efforts.

Aligned to UN SDG 11 Sustainable Cities and Communities, Keysight's community engagement efforts strive to strengthen local and global communities in which we do business through efforts such as philanthropic giving, employee volunteerism, community sponsorships, donations, and university research and engagement programs.

Our STEM education engagement goal, aligned to UN SDG 4 Quality Education, supports work in inclusive and equitable quality education opportunities. Through these efforts, Keysight is nurturing future engineers and technology workers by engaging primary, secondary, and university-level students in STEM education via efforts such as Keysight After School, community education events, and access to donated and discounted Keysight solutions at universities. In addition, Keysight invests in partnerships with targeted education programs focused on underrepresented minorities and females support a diverse and skilled future workforce.

Our DEI Goals are aligned to UN SDG 10 Reduced Inequalities through our work in providing equitable access and development opportunities.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Ethical governance

In the ethical governance space, Keysight's goal aligns with UN SDG 16 Peace, Justice and Strong Institutions. The company supports ethical operations and business commitments with robust governance of our Standards of Business Conduct, corporate policies, and environmental, health and safety programs, for example.

Keysight is pleased to report that progress has been made on our key impact goals in fiscal year 2022:

Environmental sustainability	Social impact			Ethical governance
	Community	**STEM Education**	**DEI**	
Progress Made Toward Net Zero Emissions in Company Operations by End Fiscal Year 2040	**$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 Under-represented Minorities[2]	**Zero** Material Negative Impacts to the Income Statement from CSR-related Topics

13 CLIMATE ACTION

11 SUSTAINABLE CITIES AND COMMUNITIES

4 QUALITY EDUCATION

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

[2]Keysight uses the following definition of underrepresented minorities: 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.

Keysight will continue to make progress in these important areas, announcing goals that maintain our support of the UN SDGs, as noted in our annual CSR Report.

Broad Keysight CSR Efforts Further Support UN SDGs

Beyond our key impact goals, Keysight organizes CSR efforts across six foundational pillars – ethical governance, the environment, responsible sourcing, our people, communities, and our solutions – with actions that align in some way with all 17 of the UN SDGs. Following are some examples of efforts included in each of the pillars.

See appendix for more information on how Keysight's six foundational pillars align with the UN SDGs.

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.

- Through the Standards of Business Conduct (SBC), employees abide by uncompromising integrity in all their dealings on behalf of the company. This includes the company's interactions with and impact on labor, human rights, health and safety, and the environment to name a few.
- Employees are encouraged to speak up if they notice or have questions regarding the SBC through multiple notification processes and Keysight's open-door policy.

The Environment

Keysight prioritizes natural resource conservation, greenhouse gas (GHG) emissions reduction, waste minimization and pollution prevention. We partner with our suppliers and contractors to better achieve these goals.

- In spring 2022, a 5.8MW peak rooftop solar array was installed at our largest manufacturing site in Penang, Malaysia, to increase our renewable electricity portfolio and decrease our GHG emissions.
- At headquarters, in Santa Rosa, CA, approximately 15% of total water withdrawn is treated, reclaimed, and reused in facility-related operations and landscaping needs.
- Electronic waste is recycled at designated sustainable facilities worldwide.
- Many sites employ sustainable landscaping projects, onsite recycling, composting, and energy efficient building systems to minimize the impact of operations on the local environment.
- Keysight owned facilities have eliminated the use of plastic straws at our sites globally.
- Keysight employees use online and cloud-based collaboration tools, which helps reduce employee commuting and business travel.
- Keysight uses a General Specification for the Environment (GSE) directive to set restrictions for hazardous substances in materials and components that are used in our products.

Responsible Sourcing

Keysight has a strong partnership with strategic suppliers to ensure mutual success and commitment to leadership in sustainable practices, technology, and business operations.

- The Supplier Code of Conduct establishes Keysight's expectations for its suppliers, including ethical business practices, social responsibility, environmental sustainability, and product quality.
- Keysight employs small, minority-owned suppliers, including women-owned businesses.
- All Keysight suppliers abide by strict ethical, labor, and responsible sustainability according to the Responsible Business Alliance (RBA) and GSE standards, including responsible materials such as conflict minerals and cobalt sourcing.

Our People

Keysight values a diverse, inclusive, and a respectful work environment where all employees enjoy challenging assignments, development opportunities, competitive salaries, and a safe environment.

- Many Keysight locations offer on-site gyms, massage therapists, healthy eating options, and fitness activities for employees.
- At the Santa Rosa, CA site, the campus cafeteria uses vegetables cultivated and harvested from an on-site garden for employee meals; and employees are offered discounted Sonoma County Regional Park memberships.
- Through the Employee and Family Assistance Program, confidential and individual counseling is made available for employees and their families.
- Many employees utilize alternative work arrangements, such as part-time, telecommuting, job-shares, and variable work schedules.

Communities

Keysight contributes to the communities where the company operates, as well as local and global volunteer efforts and supporting numerous charitable and educational organizations.

- Keysight sponsored programs like Introduce a Girl to Engineering Day (IGED) and webinars through Keysight's Society of Women Engineers Enterprise Program (known as KSWEEP) are catered especially to females to increase their exposure to and educate in STEM fields by Keysight employees.
- Keysight employees volunteer with STEM Education initiatives like Keysight After School, Bring Your Teen to Work Day, Penang International Science Fair, Science Discovery Days, and more, to support access to a quality education for a diverse and skilled future workforce.
- To help educate the next generation, the company supports donations and discounts of Keysight solutions to universities and Keysight employees help universities with grant writing, guest lectures, professor visits, technical hands-on training, career talks, and partnerships.
- Through the employee Giving Program, employees together donate annually to a myriad of charitable organizations which support various UN SDGs. In North America, employees have a choice of hundreds of charitable organizations to donate directly to and receive a matching Keysight donation (up to a targeted threshold). North America employees are permitted four hours a month of management-approved paid time off for volunteerism.
- Annually, employees participate in and learn about opportunities and practices benefitting the environment for Earth Day and World Environment Day.

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.

- Keysight empowers the clean tech revolution 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.

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

- 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.

- Keysight contributes to a Circular Economy by designing and producing solutions that support an extensive use phase, of up to 40 years active service and supported by our calibration, repair and remarketing services.

Appendix – UN SDGs supported by Keysight CSR efforts

Here are examples of where efforts in our six foundational pillars provide generalized support to various UN SDGs.

	Ethical Governance	The Environment	Responsible Sourcing	Our People	Communities	Our Solutions
1 NO POVERTY					☑	☑
2 ZERO HUNGER					☑	☑
3 GOOD HEALTH AND WELL-BEING				☑	☑	☑
4 QUALITY EDUCATION				☑	☑	☑
5 GENDER EQUALITY	☑		☑	☑	☑	☑
6 CLEAN WATER AND SANITATION	☑	☑	☑	☑	☑	☑
7 AFFORDABLE AND CLEAN ENERGY		☑	☑	☑	☑	☑
8 DECENT WORK AND ECONOMIC GROWTH	☑		☑	☑	☑	☑
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	☑	☑	☑	☑	☑	☑

KEYSIGHT

	Ethical Governance	The Environment	Responsible Sourcing	Our People	Communities	Our Solutions
10 REDUCED INEQUALITIES	☑		☑	☑	☑	☑
11 SUSTAINABLE CITIES AND COMMUNITIES	☑	☑	☑	☑	☑	☑
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	☑	☑	☑	☑	☑	☑
13 CLIMATE ACTION	☑	☑	☑	☑	☑	☑
14 LIFE BELOW WATER		☑			☑	
15 LIFE ON LAND		☑		☑	☑	☑
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	☑		☑	☑	☑	☑
17 PARTNERSHIPS FOR THE GOALS	☑	☑	☑	☑	☑	☑

Additional Resources

- Keysight CSR Report
- Keysight CSR Web Site
- Keysight CSR Resources Hub
- Keysight News, Awards, and Recognitions
- Keysight Key Topics Briefs (climate, diversity, circular economy, etc.)

KEYSIGHT