

Keysight's Environmental, Health & Safety Commitment

Keysight's environmental, health and safety (EHS) commitment spans corporate governance accountability as well as detailed policies, procedures, and initiatives across environmental sustainability, health, safety and cross-EHS topics such as crisis management and supply chain partnerships. This legacy is embodied today in many of our **corporate social responsibility (CSR) foundational pillars** and as part of the **Keysight Leadership Model (KLM)** – the framework for how we run the company. As such, our EHS Management System (EHSMS) prioritizes the environment and our health and safety efforts in support of conducting business in an ethical, legally compliant, environmentally sound and socially responsible manner.

Keysight's Approach to EHS & Environmental Sustainability

Keysight's approach to EHS and environmental sustainability management is through accountable governance and results tracking, and is shaped and supported through commitments to leading international standards and partnerships, including:

- *Responsible Business Alliance (RBA)*: As an **Affiliate Member of RBA**, Keysight supports its industry-based common Code of Conduct, and uses the range of RBA training and assessments for continuous improvement in social, environmental and ethical responsibility efforts within our EHS program.
- *ISO 26000*: Keysight subscribes to the guidelines of ISO 26000, a voluntary international standard providing guidance on social responsibility.
- *ISO 14001:2015*: Five strategic company sites representing global operations are certified to ISO 14001:2015 for environmental management. Representing nearly 50% of the company's total floorspace, our ISO 14001:2015 certified sites include: Santa Rosa, CA (Company Headquarters); Penang, Malaysia; Tokyo, Japan; Boeblingen, Germany; and Bochum, Germany.
- *ISO 45001:2018*: Keysight is certified to ISO45001:2018 at our Bochum, Germany site for Health and Safety Management System.

To help maintain accountable governance, Keysight has dedicated resources globally to implement and manage EHS programs. In addition, the program is supported by all employees, who receive communications and training on related policies and responsibilities.

To measure the efficacy of our Environmental, Health and Safety Management System (EHSMS), Keysight sets relevant targets that are aligned with business priorities to drive continual improvement in program areas. To promote a safe, respectful, and compliant workplace, Keysight also tracks detailed key performance indicators (KPIs) such as injury and illness rates and control of workplace hazards.

Keysight's Environmental Programs

Keysight recognizes that climate change is an economic, environmental, and social crisis, and the private sector needs to take meaningful action to reduce greenhouse gas (GHG) emissions. In 2021 we launched our **commitment to net zero emissions** in company operations by end fiscal year 2040. To track progress, we also established interim 55% renewable energy and 10% energy reduction goals for end fiscal year 2030. These commitments provide certainty about the company's strategic direction in environmentally sustainable operations.

In 2021, we also announced our commitment to the **Science Based Targets initiative** (SBTi) to develop approved SBTs in line with limiting global warming to 1.5 degrees Celsius. Utilizing the SBTi framework to develop, track, and report on these corporate ambitions will enable Keysight to measure progress in GHG emissions reduction and help ensure targets are consistent with the latest climate change scenarios. In initiating alignment with the SBTi framework, we expanded our GHG reporting boundaries to include all sites within our operational control and recalculated emissions from our new fiscal year 2019 baseline to date.

Environmental Objectives, Targets & Results

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 with suppliers and contractors.

Key fiscal year 2021 highlights include

- Commitment to and began planning toward our goal 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.
- Committed to the **SBTi** to develop approved science-based targets in relevant scopes.
- Published key topic briefs including water stewardship, response to climate change, and our Environmental, Health and Safety commitment, and updated the company's **EHS policy** to highly current priority focus areas.

Looking Forward in the Environment

In fiscal year 2022, 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 through continued execution of energy conservation initiatives. To learn more about Keysight's net zero target, please read Keysight's Response to Climate Change.

In addition to our net zero goals, Keysight is completing a refined calculation of our Scope 3 emissions and plans to submit our Scopes 1 and 2, and Scope 3 SBTs for approval to SBTi. These SBTs will fortify our interim emissions reduction initiatives and support progress towards our long-term goals.

Keysight also continues to evaluate water consumption in our global operations. Using the World Resource Institute's Aqueduct Water Risk Atlas, we monitor the risk associated with each site and prioritize facilities in higher risk areas. We 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 continues 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.

Keysight's Environmental Sustainability Principles

Environmental sustainability is present in every facet of Keysight — from our policies to our products and services, to the actions of every employee. Keysight demonstrates its commitment to environmental sustainability through the following key initiatives.

Environmental Policies

Keysight policies, such as those noted below, help minimize the impact of business operations on the environment while complying with regulatory requirements.

- [Keysight Environmental, Health and Safety Policy](#)
- [General Specification for the Environment \(GSE\)](#)
- [Restricted Substances in Products](#)
- [Product Material Environmental Specifications](#)

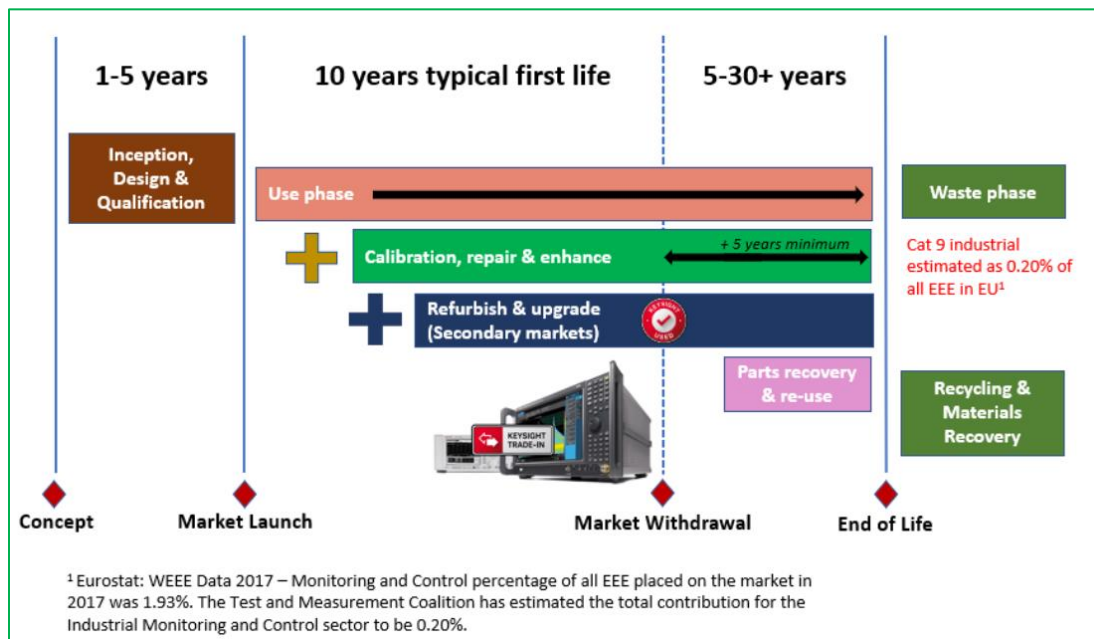
Individual Employee Actions

Employees are regularly reminded and trained on individual actions that can make a difference, such as powering down equipment at the end of the day, turning off lights when leaving a conference room, carpooling/alternative commutes and separating recyclable materials in the lunchroom.

Additionally, Keysight employees have a strong sense of environmental volunteerism that is facilitated through the company's community engagement model. Some initiatives extend beyond Keysight's campuses such as the celebration of Earth Day and World Environmental Day, and employee-organized activities such as tree planting in Japan, community gardening in the UK, and beach clean-up in California.

Circular Economy

The company strives to limit the environmental impact of our 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. We design our products to support up to 40 years of active service through calibration, repair and remarketing services in an effort to divert waste. Supporting our circular economy, our equipment is maintained, repaired, refurbished and recycled.



To learn more, visit our resources on circular economy and sustainable solutions.

- [Keysight's Circular Economy Contributions](#)
- [Our Solutions](#)

Purposeful Technology

Keysight products and solutions enable social and environmental applications of technology and empower the clean tech revolution. Our solutions enable our global customers to solve challenges and drive innovation in the design and development of sustainable products and services. 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 for energy and food production, and support quality monitoring of soil, water and air as infrastructures become more connected.

Keysight empowers the clean tech revolution by providing solutions for automotive, energy, network, communications and IoT companies to design, test, manufacture and monitor next-generation environmentally sustainable product and service offerings. By forging partnerships with industry leaders and investing in purposeful technology, we can create the foundation for a more sustainable future together.

The following solutions highlight how Keysight enables sustainable innovation:

- **Automotive & Energy**
- **Communications**
- **Internet of Things (IoT)**
- **Network Test**

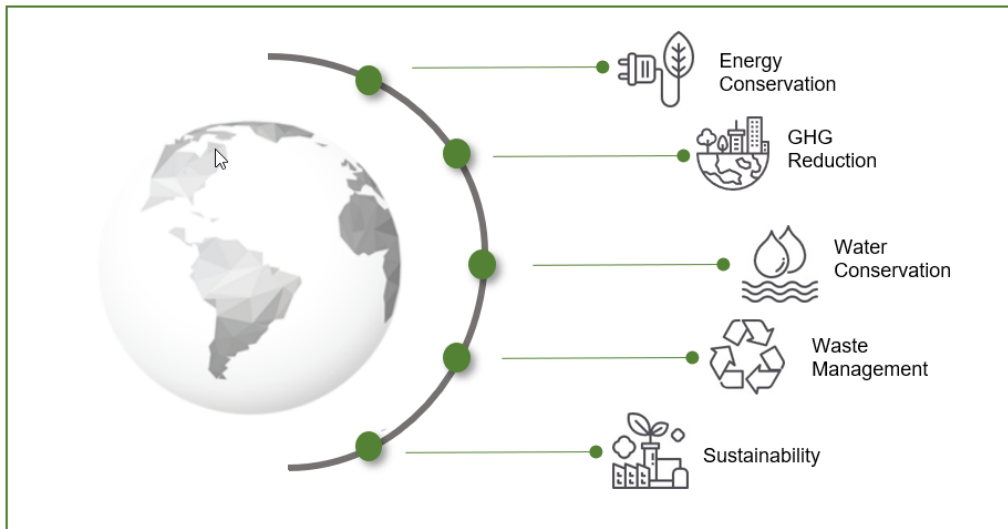
Sustainable Campuses and Workspaces

Environmental sustainability is prioritized at all sites worldwide, including the following initiatives:

- Installation of a 5.8 megawatt (MW) peak solar rooftop at Penang, Malaysia site which is expected to create approximately 7.9 million kWh of energy annually.
- Installation of solar film at our Santa Rosa headquarters office, which contributes to heat gain reduction in warmer months and heat loss prevention in cooler months.
- Energy savings projects at various sites include lighting retrofits and HVAC efficiency.
- EV charging stations are available for employee use at our Santa Rosa headquarters office.
- Solar sustainability program maintained the one-megawatt, solar system at our headquarters facility in Santa Rosa, CA
- Native grass that requires less water and energy to maintain replaced non-native grasses in Colorado Springs.
- After an inspiring initiative at our Penang site, Keysight facilities eliminated single-use plastic straws globally.
- Germany and UK sites offer a bicycle and e-bike tax incentive leasing program to encourage low-carbon employee commuting.
- 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.

Keysight's Environmental Focus Areas

Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention. We partner with our suppliers and contractors to better achieve these goals. Our focus areas for our commitment to the environment include:



- **Energy Conservation**
 - Installed LED fixtures reducing energy usage.
 - Installed advanced lighting control systems in Penang, Santa Rosa, Colorado Springs and Hachioji sites.
 - Installed tint film on windows to improve temperature controls by reducing UV rays from external. Solar film was recently installed at our Corporate Headquarters in Santa Rosa, CA. Approximately, 27,000 square feet of film was installed on 738 window panels. Project benefits include solar heat gain reduction in warmer months reducing the cooling load, along with heat loss prevention in cooler months as the film can reduce the transmission of heat through the window glass.
- **Renewable Energy**
 - In support of our net zero commitments, we are covering the rooftops of all eight buildings at the Bayan Lepas site in [Penang, Malaysia](#) with solar panels. This is the largest solar power generation system for Keysight globally and the largest industry rooftop photovoltaic (PV) system in Penang. It is a 5.8 megawatt (MW) peak solar installation, creating approximately 7.9 million kWh of energy annually, which is more than 16 percent of the total current annual energy consumption at the site. It will reduce the equivalent of approximately 5,000 metric tons of carbon dioxide emissions in the first year and is estimated to reduce more than 95,000 metric tons over 20 years.
 - Installed array of solar panels at headquarters site in Santa Rosa.
 - Installed solar panels at Telford, UK site.

- Water Conservation

As a software and solutions-based company, Keysight's direct water-related risks that could potentially affect business operations are minimal. While the company 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. To learn more about Keysight's water-related activities, please read [Keysight's Water Use and Stewardship](#). 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. Keysight has taken the necessary protocols to reduce our exposure to water-related risks through our world-wide conservation efforts and water treatment and reclaim facilities. Examples include

- Continued maintenance and repair of water piping and valves at our larger sites, representing greater than 2 million square feet of space. This has resulted in significant water conservation.
- Installed dual flush systems.
- Converted landscape to native grassland, achieving significant water savings and reduce overall water footprint.
- Optimized reverse osmosis and de-ionized water (RO/DI) systems.
- Management of onsite wastewater treatment facilities at two of our primary manufacturing sites in Santa Rosa, CA, and Colorado Springs, CO. Approximately 15% of total water withdrawn at the Santa Rosa site is reclaimed and reused for facility related operations and landscaping.

- Waste Management

Keysight achieved operational excellence using principles of Lean as an ongoing company practice. Lean defines the way we think about and act on our operations that allow us to capture qualitative and quantitative savings. By applying Lean practices, we have

- 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 FY21, Keysight Penang diverted 100% of its food waste from landfill, amounting to 5.6 tons and this created 2.8 tons of compost used as fertilizer on-site for gardening and landscaping.
- Dismantled over 125' of existing caging at our Calabasas, US site and reinstalled in our new building which reduced construction cost and diverting material from landfill. Removed over 300' of electrical busway for future redeployment at other Keysight labs. Reconfigured workstations as well as repurposed desks and seating to eliminate new furniture cost.
- Refurbished Uninterrupted Power Supply (UPS) lead acid batteries diverted 4.3 tons from landfill.
- Disassemble electronic waste to identify recyclable material and reducing electronic waste treatment.
- Diverted 1 ton of printer toner cartridge from landfill via product take-back program.
- Replaced non-biodegradable Styrofoam with recyclable air pillow packaging, resulting in landfill space savings of over 149,000m³ /year.
- Reduced paper napkins usage (27K+ not used) by increasing environmental awareness.
- Expanded restroom paper waste compost program resulting in 2.6 tons saved from refuse.
- Trained workers to separate waste into respective categories.

- Environmental Sustainability
 - To reinforce our commitment to Earth Day and our environmental sustainability performance we encourage site-specific actions across our locations worldwide and encourage our employees to take simple actions daily that can help Keysight achieve its goals. By Investing in Our Planet together, we can make a difference.
 - Achieved LEED (Leadership in Energy & Environmental Design) gold-level certification at Atlanta, GA site.
 - Eliminated usage of over 8,000 plastic straws from our Penang, Malaysia site.
 - Participated in community environmental events such as beach clean ups, tree planting, & trail restoration.
 - Installed electric vehicle charging stations for employee personal vehicle use at headquarters site in Santa Rosa.
 - Recycled old instrument parts instead of disposal, resulting in 1.5 tons of materials recycled in Chengdu, China in FY2019.
 - Keysight no longer issues paper product manuals as a default. Customers are given electronic product manuals instead.
 - Keysight's product take-back program aims to minimize the environmental impact of its products and operations by offering reuse programs.
 - Products are designed for high reliability, with a goal of maximizing use for as long as it is required.
 - Keysight's contribution to **Circular Economy** is based on the principles of designing out waste and pollution, keeping products and materials in use, and regenerating natural systems.

Health & Safety: Enhancing Performance While Promoting Employee Safety

Keysight maintains a best-in-class work environment and prioritizes the personal safety of everyone who works for Keysight. We do this by providing a safe and compliant work environment complete with proper recognition and control of workplace hazards, tracking injury and illness rates, utilizing a global travel health program, and maintaining robust emergency and disaster recovery plans. Conformance to RBA and ISO standards regarding health and safety supports our principles and helps Keysight achieve EHS objectives.

Health & Safety Objectives, Targets & Results

Keysight has internal Key Performance Indicators (KPIs) for continuous improvement towards health and safety goals. These KPIs include injury and illness rates, and workplace accessibility and accommodation. We continuously monitor the health and safety landscape to help us meet our goals.

Our 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 our EHSMS. Keysight and its facilities are routinely classified as "low-risk."

Keysight's Health & Safety Principles

Ensuring the personal safety of Keysight employees drives our health and safety policies. We aim to provide a safe and respectful work environment for all employees through the following guiding principles and strategies:

- The health and safety of employees is the highest priority.
- Keysight provides a healthy and safe work environment for all workers. This is achieved through safety reviews to identify and control workplace hazards; reporting, tracking and managing employee injury and illness cases; and providing a travel health program for international business travelers.
- Keysight understands the importance of a work life balance and promotes employee well-being programs including on-site amenities such as fitness rooms and programs, sports facilities, and access to counseling and mental health resources.

Keysight's Health & Safety Focus Areas

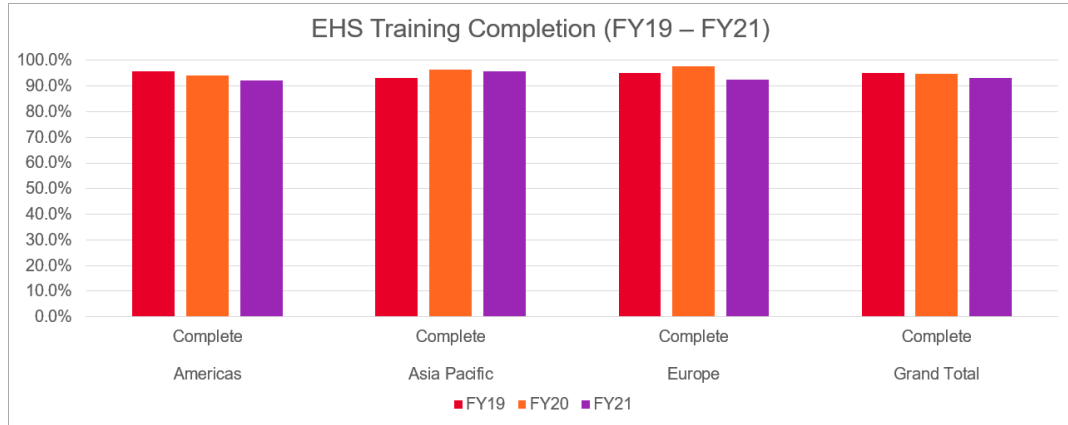
Health and safety is evident in every facet of Keysight – from our policies to our products and services, to the actions of every employee. Keysight demonstrates its commitment to health and safety through the following key principles.



- Health & Safety Policies
 - Keysight values a healthy and safe work environment for all our employees. Opportunities are available to promote a productive and healthy work life balance, and continuous training and development are provided for our employees.
- Workplace Health
 - Thrive Guide – an internal Keysight resource that helps employees stay engaged and productive long term. This includes resources such as IT equipment and support, workspace solutions, office equipment, travel safety, staying healthy (e.g., ergonomic training, stress management, fitness & wellness resources) and other health guides.

- Workplace Safety
 - Programs are in place to recognize, evaluate and control workplace factors that may cause injury to employees and risks to Keysight operations.
 - Business Continuity Plans designed to help ensure delivery of Keysight products and services.
 - A robust Crisis Management Structure is in place to deal with disruptive and unexpected events that threaten to disrupt business, harm the organization, its employees, or its stakeholders. Keysight's team structure allows for local, regional, and global Crisis Management depending on the event
 - When the mitigation of risk from an operation by elimination, substitution, engineering controls, or administrative controls is 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, including the purchase of furniture and seating for our 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.
 - The management of chemicals at Keysight covers new chemical review, handling procedures, storage, labeling, emergency, the use of personal protective equipment, transporting, disposal and containment systems. The intent is to minimize the hazard conditions associated with handling chemicals on site.

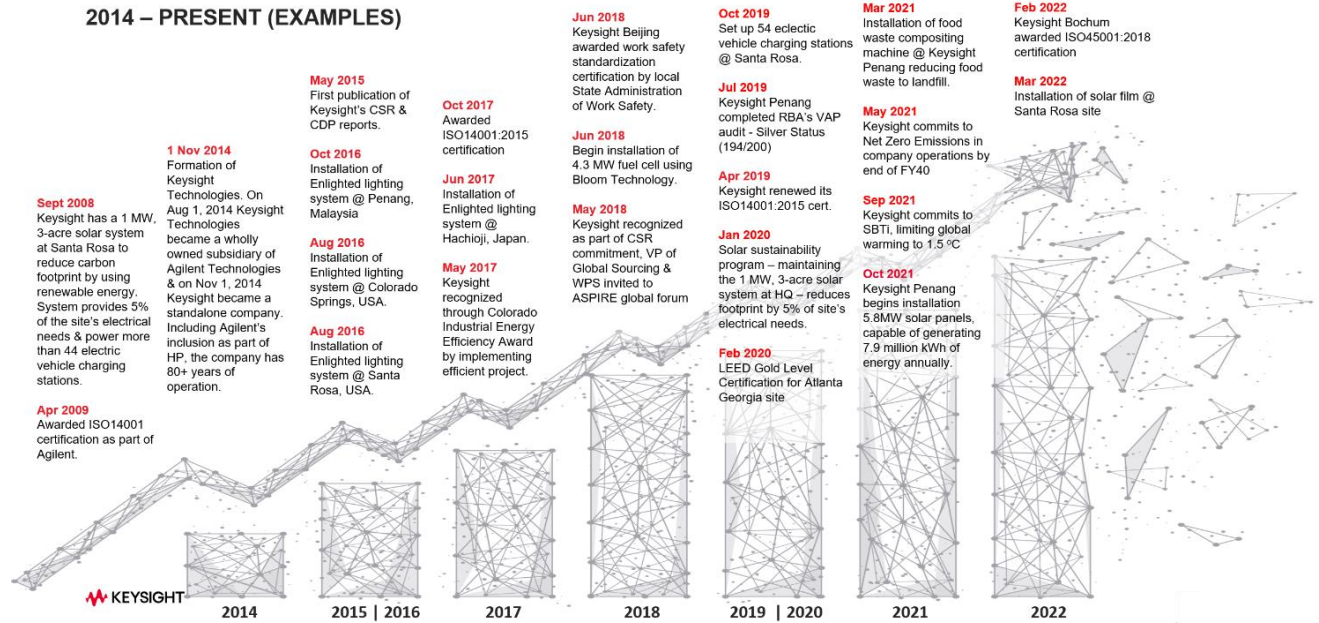
- Training & Awareness
 - As part of the Keysight's Leadership Model Employee Growth component, Learning at Keysight aligns directly with Keysight's business strategy. Learning drives professional growth and continuous improvement, helps create a strong leadership pipeline and promotes company-wide development with a focus on customer insight. Processes are also in place to identify specific training needs for workers based on job function, site risks, and local regulatory requirements. Each location has training materials available for workers to access and complete their identified training needs.
 - Keysight's EHS Training programs are provided to educate workers about 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.
 - Safety in the Workplace includes quarterly communications to promote safety culture along with prescribed actions, evacuation drills and Crisis Management Team training.
 - Keysight requires all workers to complete an initial EHS Orientation and Assessment to identify any risks associated with their job function. Appropriate regulatory required training is then assigned specific to the risks identified.



- Keysight requires managers and supervisors to complete Manager and Supervisor Responsibilities for EHS and Security training to identify and prioritize EHS and Security programs for their operations.
- All Keysight employees receive training and communication on **Keysight's Standards of Business Conduct** and **Human Rights & Labor Policy** to promote a safe, ethical, and compliant work environment.
- Customer Site Health & Safety
 - Keysight recognizes that our employees have the potential to work in hazardous environments at customer locations that could pose a 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 our employees. Processes are in place to identify specific training needs for employees based on employee's job function, site risks and local regulatory requirements.

Keysight's History of Environmental, Health & Safety Milestones

Keysight has always operated with environmental, health and safety in mind and has continued to evolve as a company into a leader in sustainable business practices.



EHS & Business Resiliency

The impact of Keysight's EHS programs reaches beyond individual employees or sites, EHS is foundational for Keysight's Crisis Management Team and is central in building an ethical and sustainable relationship with our suppliers. These dynamics demonstrate the importance of robust EHS programs that prioritize the health and safety of our employees and our planet.

Crisis Management and Environmental, Health & Safety

Keysight's corporate mission is to accelerate innovation to connect and secure the world. Coupled with its corporate social responsibility (CSR) framework of ethical, environmentally sustainable and socially responsible operations, Keysight's corporate value is especially relevant during a crisis incident. As a result, the company has a strong management approach in place to address crisis incidents as they arise.

Keysight utilizes a structure of crisis response and disaster recovery, underpinned by business continuity throughout, to support minimal disruption to customer and business commitments, while prioritizing the safety and security of employees, suppliers, and other key stakeholders. See [Crisis Management: Keysight's Business Continuity and Response to Crisis Events](#) for more information.



Keysight has repeatedly proven our business resiliency in times of crisis, as exemplified by the company's response to recent events.

- Northern California Wildfires: In 2017, 2019 and 2020 wildfires impacted Keysight's Santa Rosa headquarters and its employees. Despite the impact, Keysight deployed business continuity and disaster recovery plans to deliver on customer commitments and care for affected community members and employees. Read more about our response in the Annual CSR Report.
- COVID-19 Response: The COVID-19 pandemic, even with its unprecedented nature, has been expertly handled by Keysight's Crisis Management Team. Keysight is focused on the health and safety of our employees and families, honoring our business commitments and supporting customers, and helping relief efforts through our solutions and community outreach. See [Keysight's Response to COVID-19](#) for more information.

Supply Chain Role in Keysight EHS Management

Keysight's suppliers and contractors play a vital role in our EHS program. Our environmental and social responsibility values extend to our suppliers through Keysight's Supplier Code of Conduct, which requires the adoption of environmental, health and safety management practices. The following requirements are communicated to suppliers annually and monitored for compliance:

- Environmental Permits
- Pollution Prevention and Resource Reduction
- Hazardous Substances and Restricted Material
- Occupational Safety
- Emergency Preparedness
- Food, Sanitation and Housing

For more information on our supply chain expectations for environmental, health & safety, visit these supplier resources:

- [Environmental and Social Responsibility Expectations for Suppliers](#)
- [Supplier Code of Conduct](#)

Keysight Environmental Health and Safety Resources

Policies

- [Keysight's Environmental, Health & Safety Policy](#)
- [Keysight's Human Rights & Labor Policy](#)
- [Keysight's ISO14001:2015 Certificate](#)
- [Keysight's ISO45001:2018 Certificate](#)
- [Keysight's Standard of Business Conduct](#)

EHS Programs

- [Keysight Commits to Science Based Targets initiative](#)
- [Keysight's Net Zero Emissions in Company Operations](#)
- [Keysight Commits to Net Zero Emissions by End of 2040](#)
- [Keysight Net Zero Emissions in Operations Editorial Backgrounder](#)
- [Keysight and Earth Day 2022: Invest in Our Planet](#)
- [Keysight's Water Use and Stewardship](#)
- [Crisis Management: Keysight's Business Continuity](#)
- [Keysight's Response to COVID-19](#)
- [Keysight's Response to Climate Change](#)
- [Keysight Environmental Compliance Framework](#)
- [Keysight Supply Chain Transparency: Statement on Eradication of Slavery & Human Trafficking](#)
- [Keysight Building a Better Planet for Today & Tomorrow \(video\)](#)
- [Keysight Supports the United Nations Sustainable Development Goals](#)
- [Keysight Circular Economy Contributions](#)
- [Keysight Business Continuity Program](#)

Suppliers

- [Keysight's Environmental & Social Responsibility Expectations for Suppliers](#)
- [Keysight Supplier Environmental & Social Responsibility \(ESR\) Code of Conduct](#)

Products

- [Keysight Environmental Compliance Framework](#)
- [Keysight's Product Take Back Program](#)
- [Keysight Product Material Environmental Specification](#)
- [Keysight's General Specification for the Environment \(GSE\)](#)
- [Restricted Substances in Products – Keysight RoHS](#)
- [Keysight OEM Waste Electronic and Electrical Equipment \(WEEE\) Requirements](#)

Reporting

- [Keysight's CSR Report](#)
- [Keysight is an Affiliate Member of the Responsible Business Alliance](#)
- [Keysight's Corporate Social Responsibility \(CSR\) Statement](#)
- [Keysight CSR – The Environment](#)
- [Keysight CSR - Our People](#)
- [Keysight CSR - Our Culture](#)
- [Keysight CSR - News, Awards, Recognition](#)
- [Keysight CSR - Blog Posts](#)
- [Keysight CDP \(Climate, supply chain, water\) Reporting](#)
- [Keysight CSR – Our Solutions](#)

Learn more at: www.keysight.com

For more information on Keysight Technologies' products, applications, or services, please contact your local Keysight office. The complete list is available at: www.keysight.com/find/contactus

