Keysight's Sustainability and Environmental, Health & Safety Commitment

At Keysight, Sustainability and Environmental, Health, and Safety (EHS) are embedded in our corporate governance and operational strategy. Our robust policies and initiatives, spanning environmental stewardship, workplace safety, and supply chain responsibility support our focus on risk mitigation and operational resilience. These priorities are integral to our Corporate Social Responsibility (CSR) strategy and the Keysight Leadership Model (KLM), which guides how we lead and grow the company. Through our EHS Management System, we ensure ethical, compliant, and socially responsible operations that align with stakeholder expectations for sustainable, long-term performance.

Keysight's Approach to Sustainability and EHS

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:
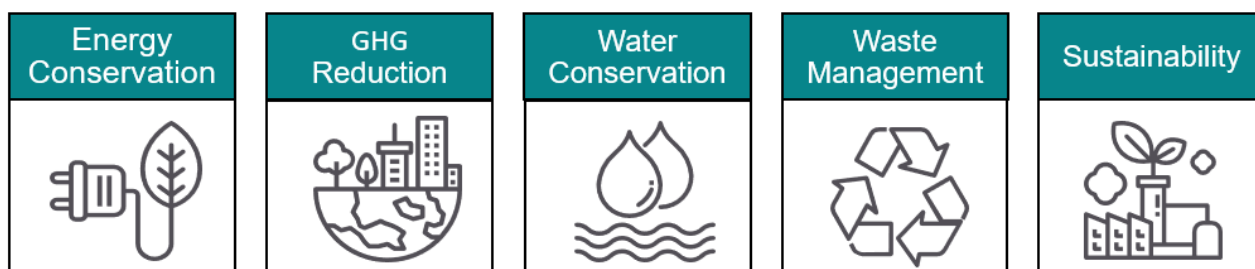
- ISO 14001:2015: Five strategic company sites representing global operations are certified to ISO 14001:2015 for environmental management. Representing nearly 47% of the company's total floorspace, our ISO 14001:2015 certified sites include: Santa Rosa, CA (Company Headquarters); Penang, Malaysia; Tokyo, Japan; Boeblingen, Germany; and Bochum, Germany.

- ISO 45001:2018: Three strategic company sites are certified to ISO45001:2015 for the Health and Safety Management system. They include Bochum, Germany; Boeblingen, Germany; and Seoul, South Korea.

- 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.

- Keysight uses ISO 26000 as a reference and guide to integrate social responsibility into our values and practices.

To help maintain accountable governance, Keysight has dedicated resources globally to implement and manage EHS programs. In addition, the programs are 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 control of workplace hazards and injury and illness rates.

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Keysight's Environmental Sustainability Programs

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, customers, and contractors.

Energy Conservation	GHG Reduction	Water Conservation	Waste Management	Sustainability

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

Energy Conservation and Greenhouse Gas Reduction

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 (scopes 1 and 2) by the end of fiscal year 2040, and we established interim 55% renewable electricity and 10% energy reduction goals for the end of fiscal year 2030. These commitments provide certainty about the company's strategic direction in environmentally sustainable operations.

Additionally, Keysight's near-term science-based targets covering scopes 1, 2 and 3 were approved by the Science Based Targets initiative (SBTi) in 2023. Utilizing the SBTi framework to develop, track, and report on these corporate ambitions enables Keysight to measure progress in GHG emissions reduction and ensure targets are consistent with the latest climate change scenarios. Keysight's GHG emissions boundaries include all sites within our operational control. More information about Keysight's energy and GHG emissions programs can be found at Keysight's Response to Climate Change.

Keysight's near- and long-term energy and emissions targets are presented in the following table, which supports the company's strategy for net zero emissions in company operations.

Keysight's Environmental Sustainability Targets

	Near-Term	Long-Term
Scopes 1 + 2	Net Zero GHG Emissions in Company Operations by end FY 2040	
	42% reduction in emissions by FY30 (FY21 baseline)*	Long-term science-based targets TBD
Scope 3	73% of customers by emissions covering use of sold products will have their own science-based targets by FY28*	
Energy & Electricity	10% energy reduction by FY30 (FY19 baseline)	20% energy reduction by FY40 (FY19 baseline)
	55% renewable electricity by FY30	100% renewable electricity by FY40

*Target approved by Science Based Targets initiative (SBTi) in October 2023

Water conservation

While Keysight is not a significant user of water, we recognize 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.

We are committed to acting in an environmentally responsible manner by maintaining and continually improving our environmental sustainability and management systems, including water stewardship.

We regularly assess 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 steps to reduce our exposure to water-related risks through our world-wide conservation efforts and water treatment and reclaim facilities.

To learn more about Keysight's water-related activities, please read Keysight's Water Use and Stewardship.

Circular economy

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

Keysight's main contribution to a Circular Economy is by designing out waste and producing solutions that support an extensive use phase. We design our products to support up to 40 years of active service and high reliability through calibration, repair, and remarketing services. Keysight's product take-back program aims to minimize the environmental impact of our products and operations through reuse.

Waste management

Keysight categorizes its waste streams into solid waste, hazardous waste, and electronic waste. Our waste management program encompasses all activities and actions necessary to manage waste from its inception to final disposal at a Keysight-approved vendor. We are committed to continuous improvement, maintaining forward progress while promoting the 3R concepts of Reuse, Reduce, and Recycle to reuse materials whenever possible, reduce waste generation, and recycle materials to minimize our environmental footprint.

Our operational waste management program includes activities such as waste collection, transportation, treatment, and disposal. We ensure that all waste is managed in compliance with regulatory requirements and industry best practices.

- Solid waste is segregated into recyclable and non-recyclable materials, with recyclable materials being sent to approved recycling facilities.
- Hazardous waste is managed with strict protocols to prevent environmental contamination and ensure safe disposal.
- Electronic waste is processed through specialized vendors who adhere to environmentally responsible recycling practices.

By continuously improving our waste management practices and promoting sustainability, Keysight aims to contribute to a cleaner and healthier environment for future generations. We believe that responsible waste management is essential for achieving our environmental goals and maintaining our reputation as a leader in sustainability.

Purposeful technology

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

Disruptive innovations in automotive electromobility, renewable energy, energy efficiency, and the Internet of Things (IoT) are driving breakthroughs in environmental sustainability, enabling smarter cities, homes, and agriculture. These technologies are reducing global reliance on carbon-heavy fuels, enabling better natural resource management, mitigating energy use, and supporting quality monitoring of soil, water, and air as infrastructures become more connected. But the increased reliance on power stretches

electric grids to capacity, driving the need for better battery and energy management and requiring 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, power reduction, and IoT companies. These solutions help businesses design, test, manufacture, and monitor their next generation, environmentally sustainable products and services.

- 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.

Sustainable campuses and workspaces

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

- 5.8-megawatt (MW) peak solar rooftop at Penang, Malaysia.
- One MW peak solar carport at our headquarters facility in Santa Rosa, California.
- Renewable electricity from onsite solar systems in Bochum, Germany and Telford, United Kingdom.
- Purchased Environmental Attribute Credits (EACs) to cover 100% of electricity consumption for sites in Spain and Böblingen, Germany, through partnerships with local utility providers.
- Installation of window solar film at several sites globally, which contributes to heat gain reduction in warmer months and heat loss prevention in cooler months.
- Goat and sheep grazing for all year-round natural vegetation control and to actively pursue fire preparedness and prevention at Santa Rosa, California
- Native grass that requires less water and energy to maintain replaced non-native grasses in Colorado Springs, Colorado.
- Keysight operations in Penang, Malaysia converts cafeteria waste to reusable compost.
- Single used plastics have been discouraged at many of our sites, where we have moved to using wooden stirrers, compostable cutlery, napkins, and to-go-boxes.
- Electric vehicle (EV) charging stations available for employee use at several Keysight sites.
- 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.

Individual employee actions

Employees are regularly educated on individual actions that can make a difference, such as powering down equipment at the end of the day, turning off lights and equipment when not in use, carpooling/alternative commutes, and recycling.

Additionally, Keysight employees have a strong sense of environmental volunteerism that is facilitated through the company's community engagement model.

Fiscal year Environmental Sustainability 2024 highlights:

- Keysight signed a Virtual Power Purchase Agreement (VPPA) with Southern Power, a leading US wholesale energy provider and a subsidiary of Southern Company, to acquire renewable energy credits produced by a 39 MW portion of the Phase III expansion at the Millers Branch Solar Facility.

- Keysight's portion of the project, which is expected to achieve commercial operation in the first quarter of Keysight's FY 2027, is estimated to generate renewable electricity equivalent to 100% of the company's electricity consumption in the United States and Canada. This commitment will result in significant progress towards Keysight's renewable electricity initiatives, near-term science-based targets, and the goal to achieve net zero GHG emissions in company operations by FY 2040.

- Keysight implemented over 15 conservation infrastructure projects worldwide. Energy conservation projects included Heating, Ventilation, and Air Conditioning (HVAC) efficiency improvements, and lighting system upgrades. The company's efforts in FY 2024 resulted in an estimated 3,600 MWh of annual energy savings and over 1,400 tCO2e.

- Maintained an 80% diversion rate from landfill for solid waste globally.

- Added bee hives in Colorado Springs, CO to enhance pollinator programs that produced over 80 pounds of honey that was shared with site employees.

- Recognizing the critical role of pollinators in our ecosystem, the Santa Rosa, CA site partnered with the Xerces Society for Invertebrate Conservation to plant over 100 milkweed plants, creating a habitat for monarch butterflies on-site. In addition, employees had the opportunity to engage directly with an invertebrate biologist to learn more about conservation efforts with monarch butterflies and other pollinators.

- Commissioned over 1.1 km of pipeline for new system to utilize filtered river water for irrigation at the Penang, Malaysia site.

- 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.

- Our largest facility in Penang Keysight Malaysia has been honored with the Renewable Energy Adoption Award - Malaysia at the ESG Business Awards 2024

Keysight's Health & Safety Programs:

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 Policies	Workplace Health	Workplace Safety	Training & Awareness	Customer Site Health & Safety

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 NASDAQ Metrio for Framework and Disclosure Management for CSR Assessment to demonstrate the broad impact of our EHSMS.

Health & safety policies

Ensuring the personal safety of Keysight employees drives our health and safety policies. We strive to ensure a safe workplace for all employees through these 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.

Workplace health

We provide resources to promote a productive and healthy lifestyle and employee work-life balance. We provide employees with training and opportunities for personal and professional development. Employee engagement is crucial to our success and sustainability as it directly impacts productivity, morale, and business performance. Engaged employees are more committed to their work, exhibit higher levels of motivation, and are more likely to go above and beyond their job responsibilities. This leads to increased innovation, better customer service, and higher quality of work.

Moreover, engaged employees tend to have lower absenteeism and turnover rates, which reduces recruitment and training costs. They also foster a positive work environment, enhancing teamwork and collaboration. Ultimately, a highly engaged workforce drives organizational growth and helps build a strong, competitive advantage in the market.

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 are in place and 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. 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.

Fire protection

Keysight has established a fire protection testing and inspection program that provides guidance on expectations and frequencies for testing and inspection of key fire protection systems.

Regulatory codes and standards from around the world have been reviewed to establish baseline requirements for Keysight facilities. Testing and inspection of fire protection systems ensures that the system is in good operating condition as intended.

Training & awareness

As part of 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. Training materials are available for workers to access and complete their identified training needs.
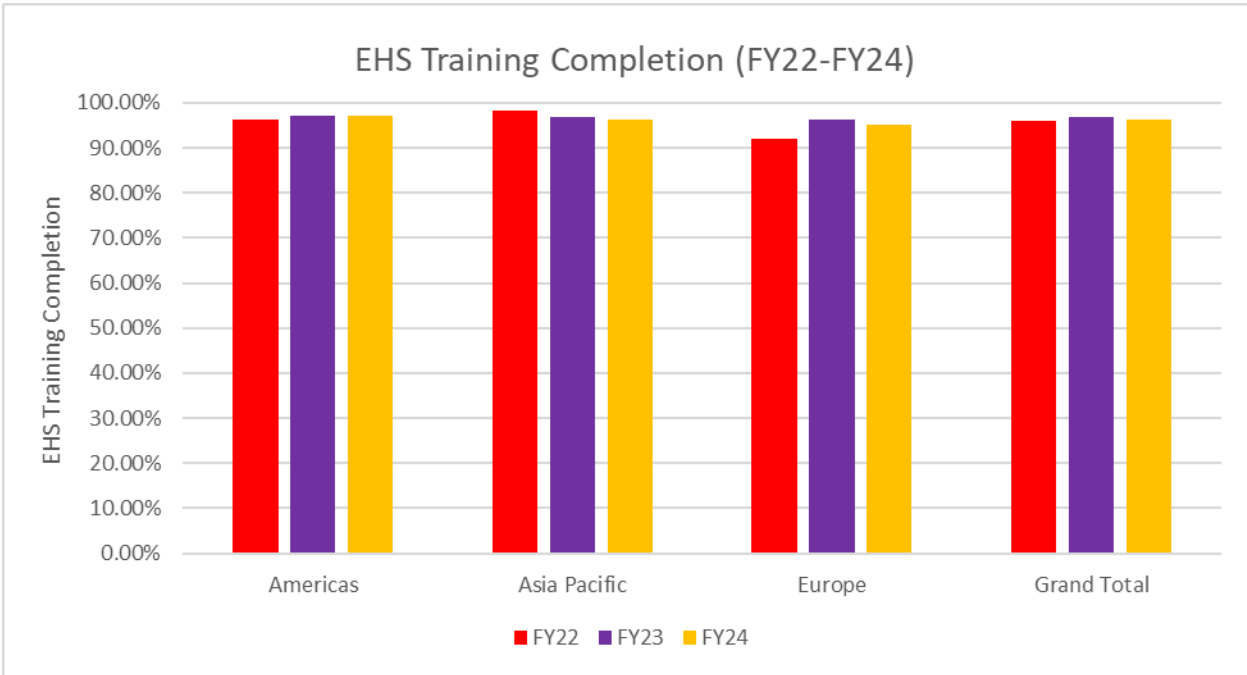
Keysight's EHS Training programs educate workers about workplace hazards that they might encounter and the appropriate control methods to reduce those risk factors to as low as reasonably possible. Keysight strives to hire contractors who demonstrate exemplary effort in the compliance of all applicable laws and regulations that pertain to environmental, health and safety standards. Expectations are set that the contractor will provide appropriate training for their workers while working for Keysight or at Keysight locations.

Safety in the Workplace includes 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 specifically 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.

EHS Training Completion (FY22-FY24)

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.

Fiscal year health and safety 2024 highlights:

- Certified as a "great place to work" for the seventh consecutive year by the independent analysts at Great Place to Work®.
- Maintained best in-class standard with a FY2024 global injury/illness rate of 0.21.
- Employees completed approximately 227,000 courses through continuous learning and virtual environment tools.
- Continued certification of the company's ISO 45001:2018-certified Health and Safety Management System demonstrates its commitment to providing a safe and compliant work environment.

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 EHS

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's crisis management efforts employ a calculated approach and structure to support employees and their families, minimize risk to operations, continue delivering to customers and business commitments, and support the broader community as appropriate in the event of an emergency or disaster.

See Crisis Management: Keysight Business Continuity and Response to Crisis Events for more information.

Supply chain role in Keysight EHS management

Keysight's suppliers and contractors are integral to our EHS program. Our Supplier Code of Conduct extends our environmental and social responsibility values to them, requiring adherence to similar principles valued by Keysight. This Code mandates sound environmental, health, and safety practices, incorporates eight fundamental ILO Conventions, and maintains an effective quality management system. Keysight monitors suppliers' conformance to this Code

The following requirements are communicated to suppliers annually and monitored for compliance:

- Environmental permits
- Pollution prevention and resources reduction
- Hazardous substances and restricted materials
- Occupational safety
- Emergency preparedness
- Food, sanitation and housing

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 Standards of Business Conduct

EHS programs

- 2023 Task Force on Climate-related Financial Disclosures (TCFD) Report
- Ecosystem Management at Keysight
- Crisis Management: Keysight's Business Continuity
- 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 CSR – The Environment
- Keysight CSR - Our People
- Keysight CSR - Our Culture
- Keysight CSR - News, Awards, Recognition
- Keysight CSR – Our Solutions
- Keysight CDP (Climate, supply chain, water) Reporting

Data assurance/verification

Emissions and Water Data Verification Statements